



NLADA
National Legal Aid &
Defender Association

NOMINATIONS

2026 Governance Elections *Nominations Booklet*



June 5, 2026

Dear NLADA Members:

We would like to inform you that the nomination period for positions on NLADA's Councils is now open. This election year there are positions available on the Board of Directors, Civil, Client and Defender Councils.

NLADA represents our voice in the national arena on significant issues that directly impact the client, civil, and defender communities. The Board and Councils influence the direction of the Association as they craft policies and develop services to best respond to the needs of NLADA members. It is critical that we, as NLADA members, take seriously our responsibility to provide guidance and leadership through the Councils. NLADA relies upon the capable and committed candidates elected to these governing bodies to inform and guide the Association, and to ensure that it is representing and responding to its member communities in an effective manner.

Enclosed you will find a description of the Board of Directors, Civil, Client and Defender Council positions that are open for nomination and the criteria that each nominee must meet in order to be eligible for election. We urge you to nominate a colleague or yourself to run for election to one of these positions.

There are two options available for submitting your nominations:

By Email: elections@nlada.org

By Mail: NLADA, ATTN: Elections
1901 Pennsylvania Ave. NW, Suite 500
Washington, DC 20006

Please assist in making this election democratic and inclusive by sharing this notice with staff and client leaders so that they may fully participate in the election process.

Thank you in advance for your attention and assistance.

Sincerely,
NLADA Leadership Development Committee

Who are we looking for?

The job of governing NLADA requires a diverse group of individuals with varied expertise. While no specific area of expertise is required to join the Board and Councils, please keep in mind these areas of valuable knowledge as you are submitting your nominations.

- Nonprofit Finance
- Government Affairs
- Strategic Communications
- Strategic Use of Technology
- Leadership Identification and Development
- Access to Potential Strategic Partners
- Resource Development
- Community Education





Notice to Members

Nominations shall be by written petition. Self-nomination is permissible. One is not required to be a member of the Association in order to be nominated, but, if elected, must become an [individual member](#) and maintain that membership throughout their term.

A nomination form that specifies the information requested of each nominee is included for your convenience. Job descriptions and qualifications for the positions are also included. The election shall be conducted according to the following timetable:

2026 Election Timetable and Procedure

| | |
|----------------------------|---|
| Friday, June 5 | Solicitation of nominations. |
| Tuesday, July 7 | Nominations due to NLADA via email or mail. |
| Thursday, August 6 | Ballots mailed to eligible members. |
| Friday, September 4 | Ballots due in NLADA office. |

Candidates shall be certified and placed on the ballot by NLADA's Leadership Development Committee when:

- Their qualifications have been reviewed, based on the relevant job description; and
- It has been determined that they have met the objective criteria for positions on the Council to which they are seeking nomination.

Nominations must be received by NLADA no later than July 7, 2026.

2026 Elections

Board of Directors

| Position | Term | Expires | How Selected | Incumbent |
|---------------------|------|---------|---------------------------------------|---------------|
| Civil Program | 3 | 2029 | Elected (Civil Program Members) | Kelli Neptune |
| Civil Individual | 3 | 2029 | Elected (Civil Individual Members) | Angela Cioffi |
| Defender Individual | 3 | 2029 | Elected (Defender Individual Members) | Jodi Metz |

Civil Council

| Position | Term | Expires | How Selected | Incumbent |
|--------------------------------------|------|---------|---------------------------|----------------|
| Chief Staff Officer | 3 | 2029 | Elected (Region III) | Alicia Johnson |
| Chief Staff Officer | 3 | 2029 | Elected (Region V) | Sharon Sergent |
| Client/Community Advocate Individual | 3 | 2029 | Elected (Region I and II) | Suzanne Small |

Client Council

| Position | Term | Expires | How Selected | Incumbent |
|--------------------------------------|------|---------|-------------------------------------|-----------|
| Client/Community Advocate Individual | 3 | 2029 | Elected (Client Individual Members) | |

Defender Council

| Position | Term | Expires | How Selected | Incumbent |
|--|------|---------|---|----------------|
| Chief Defender <u>or</u> Director of Defender Program (ACCD) | 3 | 2029 | Elected (CSO of Defender Program Members) | |
| Defender Staff/Practitioner | 3 | 2029 | Elected (Defender Individual Members) | Stacey Lannert |
| Chief <u>or</u> Deputy Chief Defender (ACCD) | 3 | 2029 | Elected (Defender Individual Members) | Vacant |

Note: the listed incumbents are eligible to run for reelection to their current positions.

Regions are as follows:

Region I: Connecticut, Maine, Massachusetts, New Hampshire, New York, Puerto Rico, Rhode Island, Vermont, Virgin Islands.

Region II: Delaware, District of Columbia, Maryland, New Jersey, Michigan, Ohio, Pennsylvania, Virginia, West Virginia.

Region III: Illinois, Indiana, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Wisconsin.

Region IV: Alabama, Arkansas, Florida, Louisiana, Mississippi, Georgia, Kentucky, North Carolina, South Carolina, Tennessee.

Region V: Arizona, Colorado, New Mexico, Oklahoma, Texas, Utah.

Region VI: Alaska, California, Guam, Hawaii, Idaho, Micronesia, Montana, Nevada, Oregon, Washington, Wyoming.

Board of Directors Member Job Description

Title: Member, NLADA Board of Directors

Reports To: Chair, Board of Directors

Purpose: To serve the Board as a voting member; to formulate policy for and to oversee the business and affairs of the Association.

Term: Three (3) years, expiring at the adjournment of the third (3rd) Annual Conference following election or appointment.

Responsibilities of the Board of Directors:

Establish an Effective System of Governance

- Regularly attend and encourage others to attend Board meetings as scheduled (3 per year, 1 by teleconference)
- Attend and encourage others to attend standing committee meetings (2 days per year and/or teleconferences)
- Participate as an ad hoc committee member, if appointed
- Attend and encourage others to attend Board retreats and other Board development activities
- Attend and participate in special/social events (Annual Conference, 3 days per year)
- Recruit and orient suitable new candidates for the Board and Councils
- Assess the performance of the Board and Councils
- Perform duties of the Board in advancing the mission of the Association without personal or professional conflicts of interest
- Appreciate the relationship between the Board and Councils

Formulate Policy

- Protect the alignment of mission, vision and values when setting policy
- Establish a clear understanding of responsibility and authority
- Ensure policies and procedures comply with legal and ethical standards
- Ensure internal accountability of the Board as an example of what is expected for the Association

Provide Oversight

- Ensure the Association's financial health
- Select, evaluate and, if necessary, replace the CEO/President
- Support the CEO/President in carrying out the mission of the Association
- Ensure the Association operates with legal and ethical integrity

Behave Strategically

- Determine the Association's mission and purpose
- Ensure effective long-range planning
- Ensure that Board decisions are consistent with strategic goals and directions
- Perform effective evaluation of programs
- Plan strategically for membership, revenue and program growth

Develop Resources

- Acknowledge and accept responsibility for managing the assets of the Association
- Acknowledge and accept responsibility for obtaining necessary resources (including human resources) to pursue strategies and achieve objectives
- Promote and support training and other activities of the Association
- Promote and support the Insurance Program, by becoming insured and identifying and recruiting others
- Work to recruit and retain new members

Perform the Role of Ambassador

- Represent the Association to internal and external publics
- Enhance the Association's public standing
- Recruit allies to help the Association achieve its mission and goals

Ensure the Continued Existence of NLADA

- Ensure public accountability and accountability to the NLADA membership
- Promote leadership development as appropriate at all levels of the Association
- Ensure institutional integrity by operating with the charter and the mission

Civil Council Member Job Description

Title: Member, NLADA Civil Council

Reports To: Chair, Civil Council

Purpose: To serve the Civil Council as a voting member; to develop and formulate policy recommendations on civil legal services to the NLADA Board of Directors.

Term: Three (3) years, expiring at the adjournment of the third (3rd) Annual Conference following election or appointment.

Meeting Attendance (expected)

- Regularly attend meetings as scheduled (3 per year)
- Attend standing committee meetings, if a member
- Participate as an ad hoc committee member, if appointed
- Attend and participate in special/social events as needed (Annual Conference)
- Promote membership in the Association
- Participate in necessary conference calls between meetings

Responsibilities of the Civil Council

- Formulate civil policy recommendations for the Association
- Assist in the attainment of the Association's mission and governance
- Direct and assist staff in carrying out the civil agenda of NLADA

Specific Duties

- Be a strong spokesperson for the Association
- Determine, monitor and strengthen programs and services, consistent with the bylaws of the Association
- Enhance the Association's public standing
- Recruit and orient new Civil Council members
- Perform duties of Civil Council members in advancing the mission of the Association without personal or professional conflicts of interest

Qualifications

- Membership in the Association as required by bylaws
- True commitment – including time, experience, skills and personal finances (within means) – to advancing the Association's mission and goals
- Value "team" mentality
- Willingness to participate and learn duties

Client Council Member Job Description

Title: Member, NLADA Client Council

Reports To: Chair, Client Council

Purpose: To serve the Client Council as a voting member; to develop and formulate policy recommendations on civil legal services and indigent defense issues to the NLADA Board of Directors.

Term: Three (3) years, expiring at the adjournment of the third (3rd) Annual Conference following election or appointment.

Meeting Attendance (expected)

- Regularly attend meetings as scheduled (3 per year)
- Attend standing committee meetings, if a member
- Participate as an ad hoc committee member, if appointed
- Attend and participate in special/social events as needed (Annual Conference)
- Promote membership in the Association
- Participate in necessary conference calls between meetings

Responsibilities of the Client Council

- Formulate client policy recommendations for the Association
- Assist in the attainment of the Association's mission and governance
- Direct and assist staff in carrying out the client agenda of NLADA

Specific Duties

- Be a strong spokesperson for the Association
- Determine, monitor and strengthen programs and services, consistent with the bylaws of the Association
- Enhance the Association's public standing
- Recruit and orient new Client Council members
- Perform duties of Client Council members in advancing the mission of the Association without personal or professional conflicts of interest

Qualifications

- Membership in the Association as required by bylaws
- True commitment – including time, experience, skills and personal finances (within means) – to advancing the Association's mission and goals
- Value "team" mentality
- Willingness to participate and learn duties

Defender Council Member Job Description

Title: Member, NLADA Defender Council

Reports To: Chair, Defender Council

Purpose: To serve the Defender Council as a voting member; to develop and formulate policy recommendations on indigent defense issues to the NLADA Board of Directors.

Term: Three (3) years, expiring at the adjournment of the third (3rd) Annual Conference following election or appointment.

Meeting Attendance (expected)

- Regularly attend meetings as scheduled (3 per year)
- Attend standing committee meetings, if appointed
- Participate as an ad hoc committee member, if appointed
- Attend and participate in special/social events as needed (Annual Conference)
- Promote membership in the Association
- Participate in necessary conference calls between meetings

Responsibilities of the Defender Council

- Formulate indigent defense policy recommendations for the Association
- Assist in the attainment of the Association's mission and governance
- Direct and assist staff in carrying out the defender agenda of NLADA

Specific Duties

- Be a strong spokesperson for the Association
- Determine, monitor and strengthen programs and services, consistent with the bylaws of the Association
- Enhance the Association's public standing
- Recruit and orient new Defender Council members
- Perform duties of Defender Council members in advancing the mission of the Association without personal or professional conflicts of interest

Qualifications

- Membership in the Association as required by bylaws
- True commitment – including time, experience, skills and personal finance (within means) – to advancing the Association's mission and goals
- Value "team" mentality
- Willingness to participate and learn duties



2026 Nomination Instructions

To nominate a distinguished colleague for membership on the Board of Directors, Civil Council, Client Council or Defender Council:

1. Prepare a statement containing highlights of the nominee's career as well as additional reasons you feel the nominee deserves to be a member of the Council. The statement should not exceed one double-spaced page.
2. Attach the nominee's resume or professional bio. This document should not exceed two pages.
3. Email the nomination package to elections@nlada.org. For those requiring a mailing option, please mail the nomination package to NLADA, ATTN: Elections, 1901 Pennsylvania Ave. NW, Suite 500, Washington, D.C. 20006.

Nominations must be received by NLADA no later than July 7, 2026.

2026 Nomination Form

Please complete one form, per nomination.

Submit this form with the requested attachments.

(Note: The contact information requested below should be provided for the nominee.)

Nominator: _____

Nominee*: _____

Address: _____

City: _____ State: _____ Zip: _____

Email: _____

Tel: (W) _____ (Home/Cell): _____

The above person* is being nominated for the following position:

| Board of Directors |
|--|
| <input type="checkbox"/> Civil Program (Civil Program Members) |
| <input type="checkbox"/> Civil Individual (Civil Individual Members) |
| <input type="checkbox"/> Defender Individual (Defender Individual Members) |

| Civil Council |
|---|
| <input type="checkbox"/> Chief Staff Officer (Region III) |
| <input type="checkbox"/> Chief Staff Officer (Region V) |
| <input type="checkbox"/> Client/Community Advocate Individual (Region I and II) |

| Client Council |
|---|
| <input type="checkbox"/> Client/Community Advocate Individual (Client Individual Members) |

| Defender Council |
|--|
| <input type="checkbox"/> Chief Defender <u>or</u> Director of Defender Program (ACCD) |
| <input type="checkbox"/> Defender Staff/Practitioner (Defender Individual Members) |
| <input type="checkbox"/> Chief or Deputy Chief Defender (ACCD) (Defender Individual Members) |

Nomination Statement

Provide a brief statement containing highlights of the nominee's career as well as additional reasons you feel the nominee deserves to be a member of the Board of Directors, Civil, Client or Defender Council. Write below or attach separately.



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