

STATE OF DELAWARE

OFFICE OF THE CHILD ADVOCATE



FY 2011 ANNUAL REPORT

July 1, 2010 - June 30, 2011



The Honorable Jack Markell
Governor

Tania M. Culley, Esquire
Child Advocate

*Safeguarding the welfare of Delaware's children through educational advocacy,
system reform, public awareness, training, and legal representation of children as
set forth in 29 Del. C., Ch. 90A*

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EXECUTIVE SUMMARY

The Office of the Child Advocate (OCA) was created in 1999 in response to numerous child deaths in Delaware resulting from child abuse. These cases pointed to deficiencies in the child protection system that could only be remedied through the collaborative efforts of Delaware's many child welfare agencies. The General Assembly determined that an office to oversee these efforts, staff the Child Protection Accountability Commission (CPAC), and provide legal representation on behalf of Delaware's dependent, neglected, and abused children was necessary. Pursuant to 29 Del. C. § 9005A, OCA is mandated to coordinate a program of legal representation for children, to periodically review all relevant child welfare policies and procedures with a view toward improving the lives of children, to recommend changes in procedures for investigating and overseeing the welfare of children, and to develop and provide training to child welfare system professionals.

OCA accomplishes its charge to represent children through four Deputy Child Advocates (DCAs), a substantial and dedicated pool of volunteer attorneys, and strong partnerships with the child-serving agencies in Delaware. During Fiscal Year 2011, OCA received 701 referrals and made 322 attorney appointments, completed 91 case reviews to ensure the child welfare system was adequately protecting the children involved, and provided legal representation for a total of 797 abused and/or neglected children.

On June 30, 2011, 828 children were in the legal custody of Delaware's Department of Services for Children, Youth & Their Families (DSCYF). OCA was representing 485 (59%) of those children, the Court Appointed Special Advocate (CASA) program was representing 322 (39%), and the remaining 21 children (3%) were unrepresented on the last day of the fiscal year, although all but 5 had representation by the time of their Adjudicatory Hearing. The 5 children without representation within 40 days were in Kent or Sussex Counties, where child representation resources continue to be challenged.

Three hundred eighty-one volunteer attorneys represented children through OCA during the fiscal year, with 52 new attorneys trained in 6 training sessions throughout the state. By the end of FY11, OCA was proudly partnering with 177 volunteer attorneys with at least 5 years experience representing children through OCA, and 15 volunteers with at least 10 years experience.

In addition to coordinating the legal representation of children, OCA staff participated in many initiatives to improve policies, procedures, practices and laws on behalf of children, primarily in the role of staff to CPAC. OCA took over the responsibility of coordinating activities funded by the federal Children's Justice Act (CJA) grant, including supervising a contracted CJA Training Coordinator. OCA staff worked diligently to deliver training on mandatory reporting of child abuse, especially to the over 6,000 medical professionals required to receive such training by the March 2011 deadline. OCA staff also continued to support efforts at improving the delivery of independent living, mental health, and educational services to children in foster care, statewide efforts to review child deaths and near deaths, and advocacy efforts on behalf of juveniles convicted of sexual offenses.

OCA staff members met with DFS staff to address issues related to child protection policy and practice in Delaware, and to expand OCA's knowledge of Independent Living services for youth and behavioral interventions for young children and children who have experienced trauma. OCA also partnered with other legal advocacy organizations to improve the availability of legal resources to vulnerable populations by training attorneys to represent, on a *pro bono* basis, vulnerable children and families in a variety of areas, including special education, immigration, and juvenile expungements.

OCA is extremely grateful to all of the individuals and organizations that support the children served by OCA. The assistance and partnership of these entities is critical as OCA strives to fulfill its mission to safeguard the welfare of Delaware's children through educational advocacy, system reform, public awareness, training, and legal representation of children.

LEGAL REPRESENTATION

Legal Representation of children is OCA's primary focus. Statutorily required to coordinate a program of legal representation on behalf of children, OCA utilizes 4 full-time Deputy Child Advocates and about 370 volunteer attorneys, and also partners with the Court Appointed Special Advocate (CASA) Program, to represent the best interests of dependent, neglected, and abused children statewide.

OCA's Volunteer Attorneys

Three hundred eighty-one volunteer attorneys actively represented children during FY11, and 45 were new volunteers taking their first case. OCA trained 52 new attorneys during 6 training sessions in FY11, while a number of veteran volunteers also attended these trainings to refresh their understanding of their role as an attorney guardian *ad litem* and to learn about updates to the child protection system. By the end of FY11, OCA boasted a roster of 177 attorneys with at least 5 years of experience representing children for OCA. Furthermore, some of OCA's very first volunteer attorneys celebrated their 10 year anniversary with OCA in FY11; at the end of the fiscal year, 15 attorneys were volunteering for OCA with 10 years of experience under their belts.

OCA also participated in the Delaware State Bar Association's new Pro Bono Luncheon Series during FY11, recruiting volunteers by speaking at various law firms in the community about OCA's pro bono opportunities, along with other public interest legal programs in Delaware.

Collectively, volunteer attorneys donated over 3,030 hours of their time to cases that closed in FY11. OCA staff spent nearly 1,350 hours training and supporting volunteer attorneys in FY11.

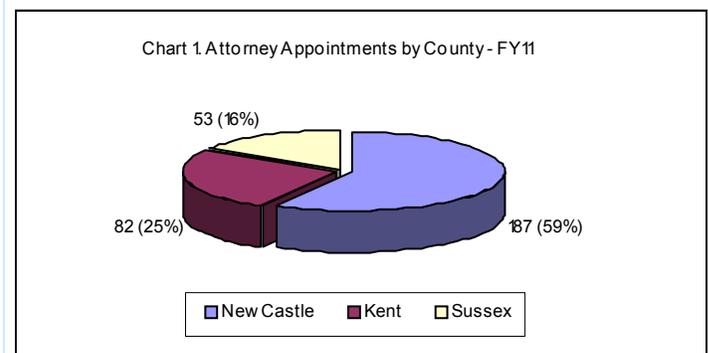
Child Representation Statistics

During the course of FY11, OCA provided legal representation to 797 children statewide, most of whom were in the

legal custody of DSCYF. OCA received 701 referrals and made 322 new appointments in FY11.

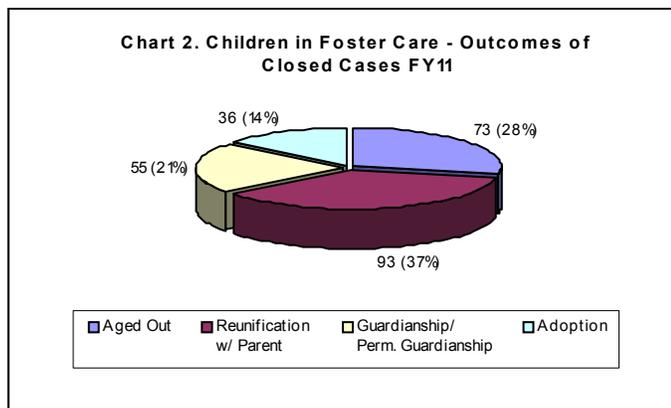
Of the 322 new appointments made in FY11, 17 (5%) were for children who were the subject of parent custody disputes, 13 (4%) were for children involved in private dependency/neglect proceedings, and 286 (89%) were for children in the legal custody of DSCYF. The remaining 6 appointments were for youth who turned 18 and aged out of foster care, but for whom the Family Court extended its jurisdiction, and re-appointed the youths' attorney guardians *ad litem* to continue to represent their interests. The Extended Jurisdiction statute, which allows the Family Court to extend its jurisdiction over youth in DSCYF custody at the time they turn 18 in order to ensure the youth are receiving appropriate Independent Living (IL) services, took effect in FY11, and the first youth were able to take advantage of it. A total of 10 youth had Family Court's jurisdiction over them extended in FY11.

The bulk of new cases to which OCA attorneys were appointed in FY11 were in New Castle County (58%). Most of those cases were handled by volunteer attorneys (93%), with the remaining 7% being handled by DCAs. In contrast, DCAs handled 60% of the new appointments in Sussex County, and 55% of new appointments in Kent County. Overall, 25% of OCA's new appointments in FY11 were for Kent County, and 16% were for Sussex (Chart 1). DCAs and their support staff spent over 8,330 hours on the representation of children in FY 11.



LEGAL REPRESENTATION

Two hundred seventy-six OCA cases concluded in FY11. Of those, 13 were private cases involving dependency or neglect of children, and 5 were parent custody disputes. One was a case where, although the youth turned 18 and aged out of foster care, the court retained extended jurisdiction over the youth, and OCA's involvement continued until the youth decided to end the court's oversight. The remaining cases involved children in the custody of DSCYF, and those cases closed with a variety of outcomes (see Chart 2).



At the end of FY11, OCA was actively representing 529 children. The majority, 485, were in the legal custody of DSCYF. Another 20 were the subject of dependency/neglect proceedings, while 19 were the subject of parent custody proceedings. Five youth were receiving IL services and were having those services overseen by their attorney GAL and the Family Court by way of extended jurisdiction.

By the end of FY11, 385 referrals had been made to OCA to which attorneys were not appointed. Ninety-one of those referrals resulted in case reviews to ensure the child welfare system was adequately protecting the children involved and appropriately responding to the needs of those children and their families. Two hundred sixteen of those referrals resulted in child representation through the CASA Program, while another 35 were resolved before an attorney or a CASA could be appointed. Thirty-seven referrals had no apparent dependency, neglect, or abuse

issues and therefore there was no role for OCA. Seven cases were still pending disposition at the close of the fiscal year. In FY11, OCA staff spent over 470 hours handling referrals and reviewing cases.

OCA worked closely with the CASA Program throughout FY11 to ensure that all children in DSCYF custody received legal representation. On June 30, 2011, 828 children were in DSCYF custody, a 9% increase from the prior fiscal year. OCA was representing 485 (59%) of those children, CASA was representing 322 (39%), and the remaining 21 children (3%) were unrepresented on the last day of the fiscal year. All but 5 of the children who were unrepresented at the end of the fiscal year received representation by their Adjudicatory Hearing. The 5 children who were not represented by the Adjudicatory Hearing were in Kent or Sussex Counties, where child representation resources continue to be challenged.

Law Firms That Hosted OCA Trainings and/or Pro Bono Luncheons in FY11:

Connolly Bove Lodge & Hutz LLP
 Morris James LLP
 Morris Nichols Arsht & Tunnell LLP
 Potter Anderson & Corroon LLP
 Richards, Layton & Finger, P.A.
 Young Conaway Stargatt & Taylor LLP



CHILD WELFARE POLICY

Child Welfare Policy is another area in which OCA acts to strengthen children and families and the system that serves them. OCA is mandated, pursuant to 29 Del. C. § 9005A(2), to periodically review child welfare policies and procedures with a view toward expanding the rights of children. OCA is also to recommend changes in procedures for investigating and overseeing the welfare of children, and to develop and provide training to child welfare system professionals. 29 Del. C. § 9005A(4), (9). OCA staff spent over 420 hours on efforts involving child protection policy and procedure in FY11, and another 625 hours on such efforts while fulfilling their duties as staff to CPAC.

In its role as staff to CPAC, in FY11 OCA contracted with DSCYF to administer the federal Children's Justice Act (CJA) grant funds and to coordinate the activities funded by the grant. One such funding activity was the hiring of a contracted CJA Training Coordinator, who would be responsible for coordinating and implementing all CPAC trainings related to the CJA funds, and would also serve as additional support staff to CPAC, under OCA's supervision. OCA solicited applicants for the position and completed a preliminary round of interviews. After narrowing the applicant pool to the most qualified applicants, a multi-disciplinary team of child welfare professionals interviewed the candidates and selected Jessica Begley as the CJA Training Coordinator to carry out CPAC's training agenda, including the Child First conferences on the forensic interviewing of children and the annual Protecting Delaware's Children conference, a joint effort of CPAC and the Child Death, Near Death & Stillbirth Commission (CDNDSC).

Moreover, OCA, with the support of DFS and CPAC, made the decision to become the direct recipient of the federal CJA funds going forward. DFS has traditionally been the grant recipient, but with OCA now coordinating the grant projects, as well as overseeing the CJA Training Coordinator position, all partners

agreed that it would be more efficient for OCA to receive the grant directly. OCA and DFS staff met to discuss the transition, and OCA staff began preparing to administer OCA's first federal grant. OCA expects to begin receiving grant funds in FY12.

Also as staff to CPAC, OCA's Program Administrator and the CJA Training Coordinator worked with child welfare system partners throughout FY11 to train numerous members of the community on child abuse recognition and mandatory reporting obligations. Among those trained were day care providers, teachers, school nurses, substance abuse counselors, and medical professionals.



Notably, pursuant to legislation passed in FY10, all licensees of the Delaware Board of Medical Licensure and Discipline were required to undergo training on mandatory reporting of child abuse. CPAC's training module was selected as the approved training for these practitioners, and was made available online as well as through on-site training opportunities, including one 4-hour long summit, held in February, to which medical professionals and others in the community were invited. By the March 31, 2011 deadline, some 6,000 doctors nationwide completed the training via OCA's website, on-site training coordinated by OCA, or the summit.

A high priority for Delaware's child welfare system partners in FY11 was the exploration of a new risk assessment tool to better identify and assess risk to children when evaluating reports of child abuse or neglect. OCA staff were integral to the work of the Risk Assessment Subcommittee, which, after thorough research and discussion, concluded that the Structured Decision Making (SDM) risk assessment model was right for Delaware. OCA staff then participated in a meeting with the Annie E. Casey Foundation, which is interested in helping Delaware analyze its child welfare system and assist with the implementation of SDM and, eventually, a differential response model

CHILD WELFARE POLICY

which will allow certain types of cases to be contracted out to private providers.

Throughout FY11, OCA worked in partnership with Delaware Volunteer Legal Services (DVLS), Community Legal Aid Society, Inc. (CLASI), and the law firm Skadden, Arps, Slate, Meagher & Flom, LLP to train Delaware attorneys in various child welfare-related areas in which children and families may require advocacy. These areas included helping youth who are at risk of being placed on the Child Protection Registry for abuse of other children; helping youth in getting their juvenile criminal records expunged; obtaining special education services and understanding the rights of children receiving special education services; and helping children and families in domestic violence and/or abuse situations with immigration issues to help ensure their safety. OCA and its partners in the legal community are excited about expanding the resources available to these vulnerable populations and increasing the opportunities to advocate for the rights of these children and families.

OCA also continued to focus on the vulnerable population of youth aging out of foster care by utilizing the Extended Jurisdiction statute that passed in FY10. OCA advocated for the first youth to receive the extended jurisdiction of the Family Court, and several others after that. OCA will continue to utilize this important tool to ensure that youth who age out of foster care receive the independent living services that will help them become healthy, productive adults, and have the necessary supports to thrive on their own.

Another challenge with older youth in foster care is finding appropriate placements to meet their needs. To help address this challenge, OCA participated in a request for proposals to secure additional group housing for difficult youth. OCA staff members also accompanied DSCYF staff on several tours of out-of-state residential programs for older and difficult youth to assess the extent to which those programs would meet the needs of Delaware's youth.

To expand its own knowledge of child welfare policies and services, OCA invited DFS' Independent Living Coordinator to its offices to discuss the various independent living services avail-

able to youth who age out of foster care, and how DFS works with community providers to coordinate and deliver those services. At a second information session, the Division of Prevention and Behavioral Health Services' (PBH) Managed Care System & Early Childhood Administrator talked to OCA staff about various interventions and treatment programs for young children with behavioral issues and children who have experienced trauma. OCA was then able to share this information with its volunteer attorneys, to make sure the children served by OCA receive the highest quality services available to them. In addition to these in-house trainings, OCA staff members continued to meet quarterly with DFS staff to improve multi-disciplinary collaboration and communication on such issues as case decisions, placement issues, training, and system successes and challenges.

In addition to its other policy work, OCA staff participated on various CPAC Subcommittees and other workgroups focused on improving services to children and advocating for children's rights, including CPAC's Education, Risk Assessment, and Mental & Behavioral Health Services to Children in and Adopted Out of Foster Care Subcommittees, CDNDSC's Child Abuse and Neglect (CAN) Panel, the Governor's Steering Committee on the Protection of Children, and the Stand Up For What's Right and Just (SURJ) Juvenile Justice Committee. In addition, OCA performed case reviews on child abuse/neglect cases referred to OCA to ensure the child welfare system was adequately protecting the children involved, and to determine whether there were any breakdowns in the system's response to the needs of those children and their families. OCA continued to enter policy concerns from these case reviews into its Child Protection Policy Concerns database in order to identify trends in Delaware's child protection practice. OCA will continue to use this database to address areas of concern and to provide support for those positions for which it advocates.



DONATIONS

Donations to OCA are an important way that OCA helps to build the confidence and character of the children it serves. In FY11, community members again outdid themselves by providing holiday gifts to a record number of OCA's clients, and giving monetary gifts that allowed OCA to provide meaningful and memorable experiences to its clients - experiences that other children often take for granted but that children in foster care are rarely able to enjoy.

Many of OCA's clients were "adopted" and provided with an abundance of thoughtful gifts during the FY11 holiday season by organizations such as the 9th Airlift Squadron of the Dover Air Force Base, the Christiana Rotary Club, the Crossroads Presbyterian Church, and the Eastpoint Community Church. Members of these organizations rallied to collect thoughtful, individualized gifts from the wish lists of these children, and 230 of OCA's clients benefited from the kindness of these organizations. A family from the KMC Girls Gymnastics Team also "adopted" an OCA client, providing him with the new bike he desired, as well as other gifts. All of these donations were a great help to the families caring for OCA's child clients, and enabled these children to enjoy a happier holiday.



OCA staff and friends prepare to deliver holiday gifts to children served by OCA

Delaware's Inns of Court continued their tradition of support to OCA by donating gifts for OCA's clients, as well as making generous monetary contributions. Together, the Bankruptcy, Melson-Arsht, Pro Bono, Rodney, and Terry-Carey Inns donated over \$2,000 to OCA during the FY11 holidays. The Inns of Court have been long-standing supporters of OCA's quest to make the holidays a special time for its child clients, and have now expanded their reach with these monetary gifts, which enable OCA to provide special opportunities and memories for children throughout the year, and not just during the holidays.

In addition, the Middletown Rotary Club invited OCA to speak about its work at one of the Club's meetings, and chose to donate \$1,000 for OCA to use to continue providing its clients with the life experiences all children should be able to enjoy.

During FY11, OCA used the generous monetary donations from community members to help several children take advantage of extraordinary opportunities. Donated funds were used to contribute to the expenses of a high school student who had the opportunity to travel to Italy with her school's marching band. OCA was also able to help fund a summer Air Force Academy Preparatory and Leadership Camp in Colorado for a young woman interested in pursuing a career with the Air Force after graduating from high school. Another high school student was able to attend an overnight competition in Wildwood, NJ, with the school's Color Guard and Indoor team. OCA was also able to pay registration fees for little league teams and summer camps. These are but a few examples of how these funds were used.

OCA is extremely grateful to the organizations that make it possible to continue providing Delaware's most vulnerable youth with experiences such as these, and looks forward to creating more memories for more youth in the years to come.

Fiscal Year 2011 OCA Pro Bono Honor Roll

Derek Abbott*	Donna Culver*	Gerald Hager*	Dennis Mason, II*	Michael Rushe
Jon Abramczyk*	Brian Cunningham	Patricia Hall	Regina Matozzo	Helena Rychlicki
Barbara Alexander	Edward Curley*	Thomas Hanson, Jr.*	Michael Maxwell	Morgan Sack
Thomas Allingham, II*	Michael Custer	John G. Harris	Brenda Mayrack	Tamara Sampson*
Susan Ament*	Rachelle Cutrona	Edwin Harron*	David McBride*	R. Judson Scaggs Jr.
Jeremy Anderson	Brock Czeschin*	Matthew Harvey	Garvan McDaniel*	Lisa Schmidt
John Andrade*	James Dalle Pазze*	Natalie Haskins*	Michael McDermott*	Jack Schreppler*
Michael Arrington*	Bart Dalton*	Susan Hauske**	Thomas McDonough	W. Wade W. Scott
Christine Azar	Steven Daniels	Kevin Healy*	Matthew McGuire*	Dana Severance
John Balaguer*	Catherine Dearlove	Christian Heesters	John McLaughlin, Jr.*	Chad Shandler
Jennifer Veet Barrett	Kim DeBonte*	Leslie Heilman*	Marci McNair	James Sharp
Matthew Bartkowski	Christine Demsey**	Randolph K. Herndon, Jr.	Carolyn McNeice*	Thomas Shellenberger**
Jennifer Becnel-Guzzo*	John X. Denney, Jr.*	James Higgins	Bruce McNew*	Brian Shimpy
Michael Bednash*	Mark Desgrosseilliers	Michelle Higgins	Rakesh Mehta	James Shemper
Sean Bellew	Sarah DiLuzio*	Adam Hiller	Pamela Meitner	Tiffany Shrenk
Michelle Berkeley-Ayres	Leslie Case DiPietro	Eliza Hirst	Jennifer Mensinger*	Jackson Shrum
A. Dean Betts, Jr.	Nicole DiSalvo*	Michael Hoffiman	Tanisha Merced	Sophia Siddiqui
David Bever	Jill DiSciullo*	Victoria Hoffman	Tammy Mercer	Deborah Spivack
Shakuntla Bhaya**	Kevin Dobson	Suzanne Hill Holly*	James Merkins	Leslie Spoltore*
David Bilson	Anthony Dohring	Melissa Hopkins	Christopher Messa	Matthew Stachel
Travis Bliss	Sean Dolan*	Thomas Horan*	Shari Milewski	Lisa Stark*
Danielle Blount	Melissa Donimirski	Eric Howard*	Stephen Milewski*	Kristopher Starr
Megan Bombick	Keith Donovan	Xiaojuan Huang	Kathleen Miller	Amanda Steele
Michael Bonkowski*	John T. Dorsey*	Kelley Huff	Tiphonie Miller	Chad Stover
Arthur Bookout	Meghan Dougherty	Amy Huffman	Cynthia Moh	Frederick Strickland
Courtney Bookout	Shawn Dougherty**	David Hutt*	Eric Monzo	William Sudell, Jr.*
Mary Boudart**	Thomas Driscoll*	Diane Ibrahim*	Sharon Morgan*	Renee Suglia*
Curtis Bounds**	James Dmec*	Michael Isaacs**	Stephen Morrow	Karen Sullivan*
Jennifer Brady*	Timothy Dudderar	Jennifer Jauffret*	Justin Morse	John J. Sullivan, Jr.*
John F. Brady*	Mary Dugan*	David Jenkins*	Gene Morton	Kara Swasey
Sean Brennecke	Bradley Eaby*	Kathleen Jennings*	Kathleen Murphy	Scott Swenson*
Lori Brewington	Edward Eaton*	Clay Jester*	Katherine Neikirk*	Harry Tashjian, IV
Allyson Britton	Craig Eliassen*	Erika Johnson	Michael Nestor	Gregory Taylor*
Lisa Zwally Brown*	John Ellis	Dawn Jones*	Ryan Newell	Laura Beth Taylor
Paul Brown*	John Engel	Lynn D. Jones	Maria Newill	John H. Taylor, III*
Ryan Browning	Margaret England*	Cory Kandestin	Maryellen Noreika**	David Teklits*
Gary Bryde**	Kenneth Enos*	Christine Kane	Joshua Novak	Marisa Terranova
Michele Sherretta Budicak*	David Facciolo	Matthew Kaplan	Amy O'Dell*	Mary Thomas
Jennifer Burbine	Sherry Fallon*	Jennifer Karpe	Elizabeth Olsen*	Catherine Thompson*
Robert Bums	Erin Fay	Brian Kasprzak*	Jonathan O'Neill*	Christina Thompson
Emily Burton	Julie Finocchiaro	Lee Kaufman	Susan Over*	Seth Thompson*
Nicholas Caggiano, Jr.*	Erin Fitzgerald	Lynn Kelly*	Marla Palmer	Sara Toner
Justin Callaway	Matthew Fogg*	Felice Kerr*	Maria Panichelli	Bryan Townsend
Shannon Carmean	Angela Fowler	Eleanor Kiesel*	Pamela Park	Gary Traynor
Richard Carroll	Ryan Frampton	Carla Kingery	Jenness Parker*	Anna Martina Tyreus
Meredith Carter	Robin Freeman	Julia Klein	Titania Mack Parker	Patricia Uhlenbrock*
Megan Ward Cascio*	Stuart Fullerton	Gretchen Knight**	Scott Perkins	William Ulrich
Denis Casey*	David Gagne	Nicholas Kondraschow	Adam Perza*	Patrick Vanderslice*
Eileen Caulfield*	Sean Gambogi	Edward Kosmowski*	Marc Phillips	Karen Vicks*
Shae Chasanov	Catherine Gaul*	Nicholas Krayer	Sarah Pierce	Matthew Vignunas
William Chipman, Jr.*	Frances Gauthier*	Carl Kunz, III*	Tanya Pino*	Charles Vincent
Jimmy Chong	Kathleen Geiger	Danielle Kuzminski	Shana Pinter	Jarrett Vine
Joseph Christensen	Kelly Dunn Gelof*	Gregory Ladner*	Mary Ann Plankinton*	Kristi Vitola
Daniel Ciarrocki	Melanie George*	William Lafferty*	Pamela Politis	Nicole Walker*
Joseph Cicero*	Glynis Gibson*	Kathryn Laffey*	Karen Poppel	Megan Rush Walstrom*
Ryan Cicoski	Andrew Golian	James Landon	Susan Poppiti*	Matthew Ward
Lauren Cirrincione	Andrew Gonser*	Karen Lantz	Ciro Poppiti, III	Robert Weber*
Delia Clark	William Gonser, Jr.*	Tara Lattomus*	Thomas Preston*	Michael Weidinger*
John A. Clark, III	Todd Goodman*	Kimberly Lawson*	Cynthia Pruitt	Elizabeth Julian Weing*
Miranda Clifton*	Nancy Gorman	Lewis Lazarus*	Amy Quinlan	Benjamin C. Wetzel, III
C. Malcolm Cochran, IV*	Thomas Gorman	Abigail LeGrow	Andrew Rahaim*	Holly Whitney
Jacqueline Cohen	Ashley Gorodetzer	James Lennon*	Leigh-Anne Raport	Patricia Widdoss*
Cynthia S. Collins*	Brian Gottesman*	Timothy Lennon	Joseph Raskauskas	Chandra Williams
Kevin Collins	Erik Grandell	James Levine	Jillian Remming	David Williams*
Patrick Collins*	William Green, Jr.	Neal Levitsky*	Richard Renck*	Gregory Williams*
Bernard Conaway*	Elissa Greenberg	Elizabeth Lewis*	Andrew Rennick	Brian Williamson
Kelly Conlan	Reneta Green-Streett	Paul Lockwood	Sheldon Rennie*	Evan Williford*
Amy Coogan	Daniel Griffith	Gaston Loomis	Dana Reynolds	Josiah Wolcott
Todd Coomes	Christopher Griffiths	Richard Lyle	Joseph Rhoades**	Natalie Wolf*
Jason Cornell	Thomas Grimm*	Sean Lynn	Linda Richenderfer*	Rebecca Workman
Keysha Council	Geoffrey Grivner	Andrea Malinowski	Matthew Rifino	Christian Wright*
Victoria Counihan*	Karen Grivner	Kevin Mangan	David Ripsom*	Davis Wright*
Santosh Coutinho	Jillian Grob	Margaret Manning	Donald Roberts	Daniel Young
Kristen Cramer	Jerome Grossman*	Erin Mariani*	Sarah Roberts	
Brian Crawford	Mark Gundersen*	Michelle Marino*	Andrea Rodgers	
Tamika Crawl-Bey	Stephanie Habelow	Timothy Martin*	Bruce Rogers*	
Laurence Cronin	Shauna Hagan*	William Martin	Brian Rostocki	

* Attorney has been a volunteer for at least 5 years

** Attorney has been a volunteer for at least 10 years

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