

Philadelphia
VIP



PHILADELPHIA VIP

2021

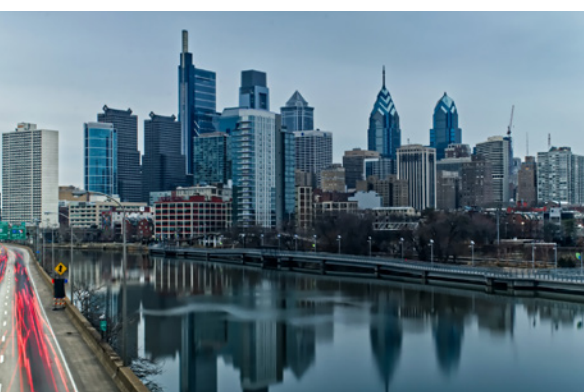
Annual Report

Forty Years of
Community Empowerment



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About VIP

Our Mission

Philadelphia VIP leverages the powerful resources of the community to provide quality volunteer legal services and ensure access to justice for low-income Philadelphians.

Philadelphia VIP recruits and supports volunteer attorneys to represent Philadelphians who face critical civil legal issues but cannot afford to hire a lawyer. VIP is the only organization that fully relies on volunteers from the private bar to deliver legal services to our Philadelphia neighbors.

Philadelphia is the poorest large city in America: one in four residents lives in poverty. Too often, a person's ability to resolve a legal matter depends not on the merits of their case, but on the depth of their pockets; as a result, countless Philadelphians seeking legal help face a civil justice gap that is impossible to traverse without help.

VIP EXISTS TO REMEDY THIS INJUSTICE.

Created within the Philadelphia Bar Association in 1981, VIP has earned a reputation as the city's hub of pro bono. Each year, VIP supports thousands of professionals who provide pro bono legal services to hundreds of low-income Philadelphians.

VIP volunteers represent our neighbors in civil legal matters in four priority areas: preventing homelessness, supporting family stability, preserving income, and promoting community economic development. Examples of each are highlighted in this report.

In the four decades since its founding, VIP has matched over 20,000 Philadelphia residents, small businesses, and nonprofits with a volunteer attorney. Please join us as we continue to empower our community by expanding access to justice.

Letter from Executive Director and Board President

Dear VIP Community:

We are happy to share with you Philadelphia VIP's 2021 Annual Report.

2021 was a year of canceled plans, new challenges, and continual adjustment. The initial impact from the COVID-19 pandemic gave way to lingering aftershocks that affected our clients, volunteers, and staff team. As these disruptions continue affecting our communities even in 2022, we remain committed to connecting our low-income neighbors to quality volunteer legal services.

As the success stories in these pages reveal, VIP's clients are Philadelphians living with the timeless realities of poverty who need a lawyer, but cannot afford one. Clients like Hayward McCain, who needed legal title to his family home to make accommodations for his disability, or Shandora Scruggs, who cared for her two grandsons after their mother died, could not have resolved their problems without the generosity of a pro bono volunteer.

The demand for pro bono legal services continues to grow, but at VIP and volunteer organizations nationwide, the supply is strained. Between billable requirements, heavy caseloads, and economic uncertainties, the Philadelphia lawyer has more reasons than ever to say "no" to VIP. Add to the equation a relatively small volunteer pool — surveys variously estimate that 50% to 75% of attorneys do no pro bono — and the result is a dip in client service. In 2021, VIP said "no" to 52% of eligible clients due to a lack of volunteers.

This report showcases the impact of those lawyers who said "yes." VIP volunteers reported an astounding 23,022 hours of free legal work in 2021, up from 14,960 hours in 2020. That figure represents the work of over 1,700 committed volunteers who gave of their time to serve their low-income neighbors. Had they not said "yes," our clients would still be burdened by the threat of homelessness, loss of income, or family instability.

The stories and data we proudly report here testify to the difference even a few hours of a lawyer's time can make. In 2021, forty years after a group of service-minded lawyers founded Philadelphia VIP, we achieved great things in spite of a host of challenges. Read on — we hope you'll be inspired to join us in expanding access to justice even more in the coming years.



Rida Haq
Executive Director



Lee S. Zimmerman
Board President

2021 at a Glance



BUFFETED BY ECONOMIC DOWNTURNS AND WAVES OF COVID-19 OUTBREAKS, VIP's clients, who live at or near the federally-defined poverty level, struggled through 2021. Philadelphia's legal community faced its own challenges, but through it all, VIP's volunteers continued showing up for their neighbors.

Our clients include Philadelphians facing legal threats to housing, income, and family stability, as well as nonprofits and small business owners seeking legal help. The difficulties of 2021 added to the ever-present realities of poverty that our clients face each year. They endured the end of Philadelphia's eviction moratorium, navigated changing Court procedures, and worked to keep their businesses afloat amid ever-changing public health circumstances.

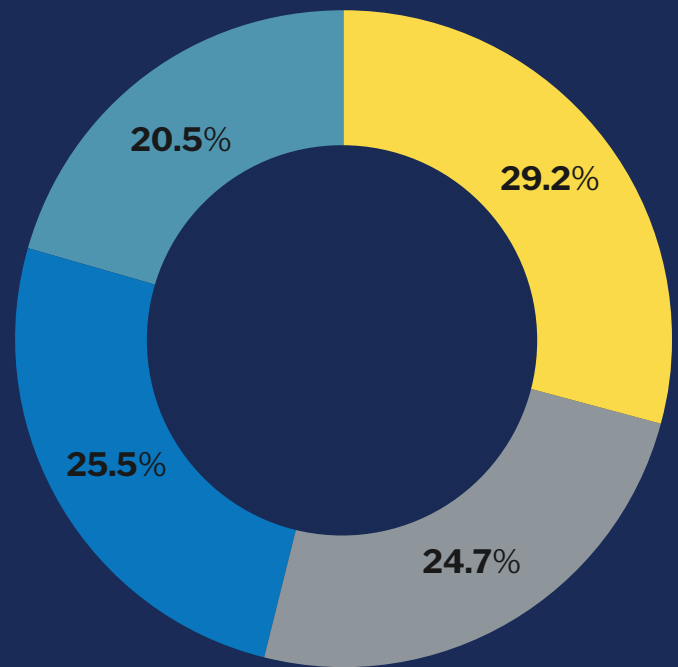
Our volunteers did not back down from the growing need for legal help. On the contrary, they reported a record 23,022 hours of pro bono service in 2021. As VIP celebrates forty years of community empowerment through pro bono, we remain inspired by this show of our volunteers' generosity and energized to address our clients' needs in the years to come.

Cases Handled by VIP Volunteers in 2021

n = 2,069

PRIORITY AREAS

- Preventing Homelessness
- Supporting Family Stability
- Preserving Income
- Promoting Community Economic Development



23,022 hours of volunteer legal work

1,721 volunteers

224 individual donors

79 organization donors





2021 Successes

During a difficult year for pro bono programs nationwide, VIP's dedicated volunteers continued to say "yes!" to their neighbors. Take a look at some of the highlights of their pro bono service in 2021.

Supporting Family Stability: Custody

A lack of affordable family law services means that each year, hundreds of Philadelphia custody litigants go it alone. Appearing pro se in matters that impact their most significant relationships, these Philadelphians must navigate custody statutes and court procedures without help.

In 2021, VIP leveraged the city's family law bar to serve 117 Philadelphians at all stages of their custody proceedings — a number that exceeded pre-pandemic referrals. Attorneys provided guidance and advice to parents who had not yet filed for custody or who did not qualify for aid due to conflicts of interest, and dozens of other clients benefited from a volunteer lawyer's help on the day of their hearing.

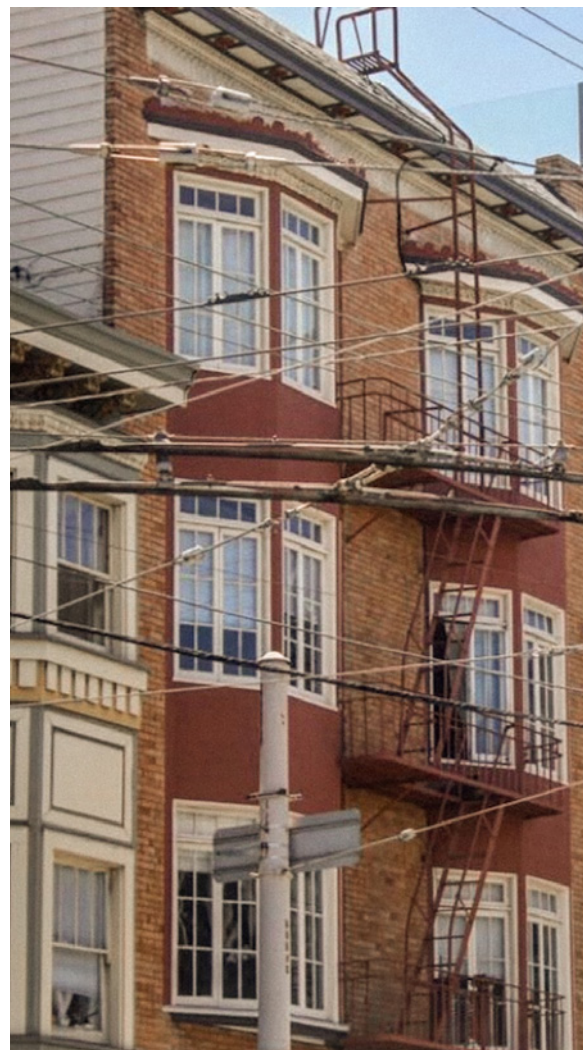




Preserving Income: Estate Planning

VIP has long relied on volunteers to combat the city's tangled title epidemic through probate and real estate litigation. With support from the Division of Housing and Community Development (DHCD), VIP now takes a two-pronged approach and prevents tangled titles from occurring through estate planning.

In 2021, VIP volunteers represented 111 Philadelphians who needed wills, living wills, and powers of attorney. These clients' wishes for the future are secure, and their homes will pass to the people they've chosen.



Recognizing Excellence



While you're giving us an award, I want to thank you VIP for making it very easy to help our community.

Wilmington Trust

Volunteers of the Month (VOM)

January

Julie Foster, Tired Hands Brewing Company

February

Karen Aloia, Troutman Pepper Hamilton Sanders LLP
Janette Chamberlin, Troutman Pepper Hamilton Sanders LLP

March

Leila Vaughan, Royer Cooper Cohen Braunfeld

April

Mijrane Belizaire, Belizaire Law Office

August

Leena Ketkar, Blank Rome LLP

September

Reuben Asia, Faegre Drinker Biddle and Reath
Adrian Ciacci, Faegre Drink Biddle and Reath

November

Jenny Wallner Saltzman, Schwartz Law Firm, LLC





VIP has been one of our strongest partners, and a reliable and loyal partner with our firm. Because they provide the type of support, the type of screening, the type of backup for some of our lawyers that are doing pro bono matters for the very first time.

Special shout out to the people at VIP, who are always there, picking up their phone to help lawyers with their case or update on progress.

Cozen O'Connor

Justice William J. Brennan, Jr. Award Finalists

Solo Practitioners

Theodore C. Forrence (W)
Olivia Gabriel
Kristine L. Calalang

Small Firms

Astor Weiss Kaplan & Mandel, LLP
Fleming Petenko Law
Gay & Chacker (W)

Large Firms

Cozen O'Connor (W)
DLA Piper
Saltz Mongeluzzi & Bendesky P.C.

Corporations

Accenture
University of Pennsylvania Carey Law School
Vanguard (W)

VIP's Choice Award Finalists

MVP of VIP Award

Lise Fisher
Walter L. McDonough
Diane Zilka (W)

Pro Bono Impact Award

Phylcia McFaddin (W)

Trailblazing Partner Award

Wilmington Trust/M&T Bank (W)

Amicus Award

Jonathan Pyle (W)

One of the best things that VIP does is to make sure I'm working with clients and the kinds of cases that will be meaningful to me and fit. Anything new can be daunting. I had all the training and I had all the great staff. But VIP helps me find the right cases, they help me find the right clients. There's nothing I can't do. There's nothing a lawyer can't do if you just put your mind to it.

Diane Zilka, 2021 MVP of VIP

It's an opportunity for all of us to stretch and grow.

As a non lawyer, how can I get involved? How could I do pro bono when the attorney has the background and education. But I could be there to lend a hand or support, or jump off and provide actual support to the client.

Vanguard



Preventing Homelessness

Everyone deserves a safe and stable place to call home, but each year, our low-income neighbors face legal challenges that imperil their housing. Defendants in eviction suits can rarely afford counsel, and homeowners dealing with tangled titles stand to lose their property and cannot enjoy the benefits of homeownership. In 2021, VIP volunteers stepped in to help.



10,000 Tangled Titles in Philadelphia

A 2021 report by the Pew Charitable Trusts concluded that at least 10,407 homes in Philadelphia — 2% of residential properties — are burdened by tangled title, which means the deeds to those homes bear the name of someone other than the apparent owner. A longtime focus of VIP's work, tangled titles:

- **Pose physical danger** because occupants without title cannot access grant and loan programs to make home repairs
- **Keep families in poverty** because homeowners cannot pass on their property to their descendants
- **Hit Black communities the hardest**, according to Pew's survey of affected Philadelphia neighborhoods

Pew found the average cost of resolving a tangled title was \$9,200. VIP volunteers and the VIP-administered Tangled Title Fund level this cost for our low-income clients and resolve tangled titles through probates, deed transfers, and quiet title actions.

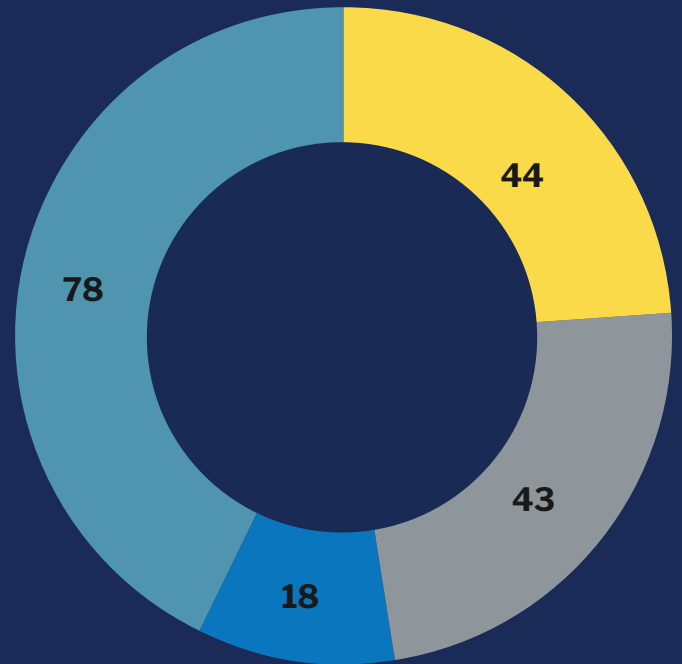
Eviction Defense in 2021

The national and local landlord/tenant landscapes underwent significant changes in 2021. Pandemic-related court orders at the state and local level, the CDC's eviction moratorium and its subsequent termination, and Philadelphia's successful Eviction Diversion Program all impacted our operations.

VIP's staff spent the year keeping volunteers and clients informed of these changes and adapting to support them as new developments arose. All told, we placed 78 eviction defense cases with volunteers.

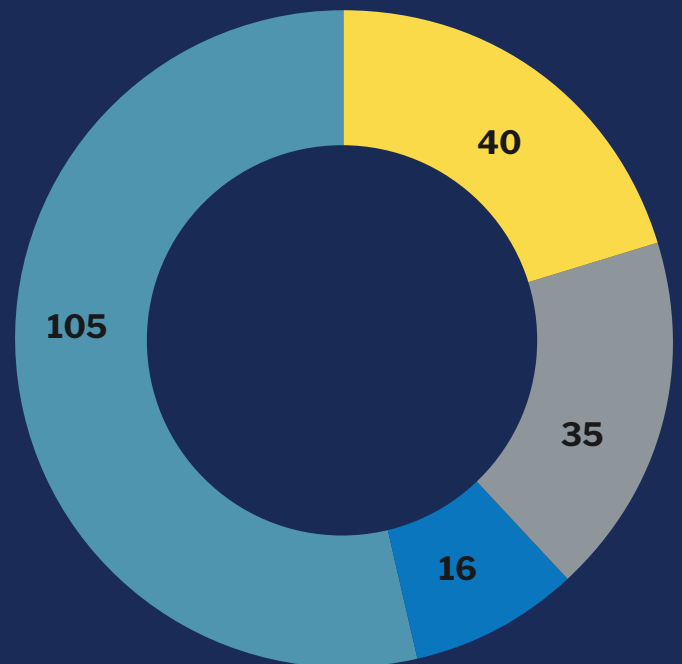
Cases Placed with a Volunteer in 2021

- Deed Transfers: 44
- Probate: 43
- Quiet Title: 18
- Eviction Defense: 78



Cases Completed by a Volunteer in 2021

- Deed Transfers: 40
- Probate: 35
- Quiet Title: 16
- Eviction Defense: 105



Hayward

Born and raised in Northwest Philly, Hayward lived in Center City as an adult. When his mother passed away in 2014, he took responsibility for his childhood home. But Hayward is blind, and the home needed fundamental repairs to allow him to live there comfortably. To obtain assistance with making these essential repairs, Hayward needed legal title.

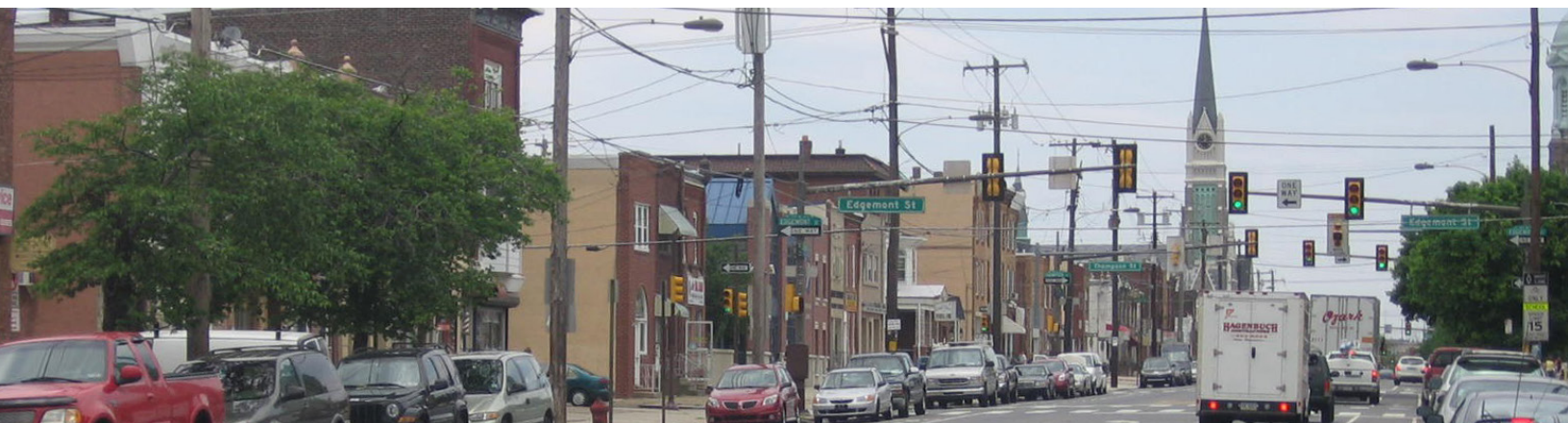


After talking with his neighbor about ways to get help, Hayward contacted VIP and was quickly placed with volunteer attorney Anthony Quinn.

Together, Anthony and Hayward were able to work through the documents needed. They successfully worked through the probate process together, and Hayward received help from the Tangled Title Fund. Thanks to VIP, **Hayward now owns his family home.**

"Without the help of Philadelphia VIP, I would have been faced with these complicated letters to sort through by myself. With Anthony guiding me, I now understand all of the complicated legal matters that go into putting the title in my own name. And now I have access to necessary resources as a disabled person."

Hayward



“Working with Anthony was amazing. Not only did he help me understand each step of the legal process, but he treated me well. As a blind person, people usually don’t know how to work with me. But Anthony treated me normally while accommodating my disability, something that doesn’t happen often,” Hayward said. “Even when I came in with a pile of letters that I couldn’t read, he didn’t bat an eye, just found those that helped with the case and got it done.”

Hayward



Supporting Family Stability

VIP's family law cases — domestic relations, guardianships, name changes for minors — are those that impact a client's most intimate personal relationships.

Our low-income neighbors find themselves at a disadvantage in these matters because they cannot afford counsel. Without an attorney's help, a person trying to escape an abusive marriage, reach a productive custody arrangement, or become a loved one's legal guardian may not prevail.

VIP's volunteers in 2021 stepped up to provide these much-needed family law services in engagements ranging from half-hour consultations to high-stakes custody hearings.

Guardianship

When someone becomes incapacitated due to dementia or a catastrophic injury, or when a disabled child turns eighteen, their family member may wish to step in and manage their legal and financial affairs. This is accomplished by seeking legal guardianship, a process that involves obtaining testimony from a physician and petitioning the Court. For a full-time caregiver of limited means, this is too much to handle alone. VIP volunteers are there to help: in 2021, VIP secured attorneys for 17 families seeking guardianship.

Custody Representation and Advice

Most custody litigants in Philadelphia's Family Court proceed without an attorney. Navigating the child custody process without counsel puts a parent at risk of an unfavorable decision, so VIP volunteers serve low-income custody litigants at every step of the way:

PRE-FILING CONSULTATIONS:

Parents interested in filing custody get advice from attorneys on how to proceed.

33 cases
referred in 2021

CUSTODY ADVICE

PROGRAM: Custody litigants get free half-hour advice and counsel sessions from volunteers before their hearings.

42 cases
referred in 2021

FULL REPRESENTATION:

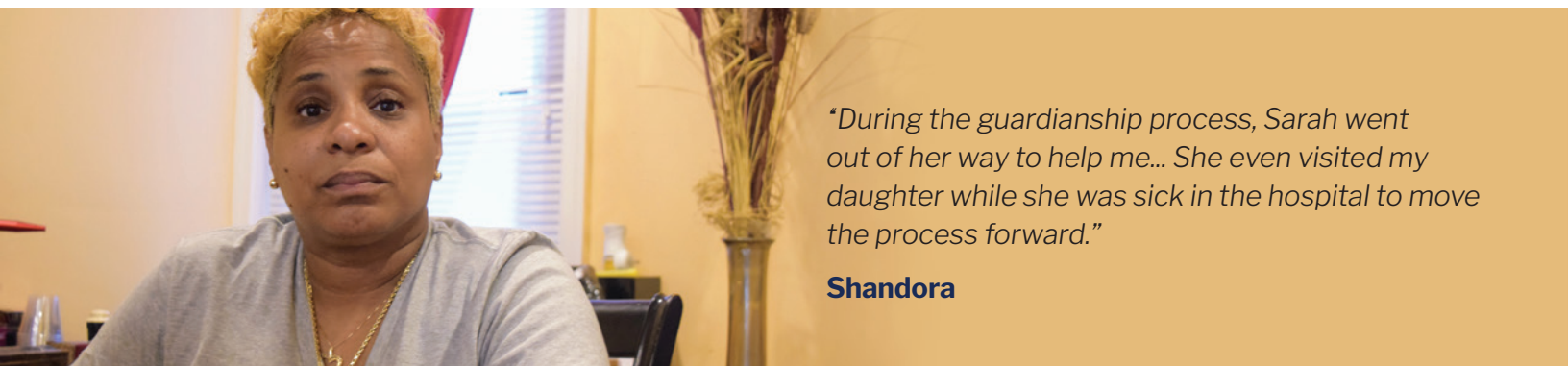
Volunteer attorneys represent VIP custody clients at a hearing before a judge or hearing officer.

42 cases
referred in 2021

Shandora

It's news that no parent ever wants to hear: "Your daughter has small tissue sarcoma." When Shandora Scruggs heard this, she moved her daughter and grandsons into her house so she could take care of them. Shandora and her daughter discussed what would happen to the boys if the cancer worsened. With neither boy's father in the picture, Shandora set out to legally secure their future.

Shandora needed standby guardianship of her grandsons, but on her fixed income, hiring an attorney was out of the question. Fortunately, she qualified for free assistance from the Family Law Litigation Clinic at Temple University. With the help of clinic director Sarah Katz, Shandora became her grandsons' standby guardian shortly before her daughter died.



"During the guardianship process, Sarah went out of her way to help me... She even visited my daughter while she was sick in the hospital to move the process forward."

Shandora

After caring for the boys for three years as their legal guardian, Shandora decided to take it a step further. She knew guardianship provided only so much security: if something happened to her, or if the absentee father decided to file for custody, her grandsons could again find themselves in legal jeopardy. She wanted to adopt the boys, and she reached out to VIP for help.

VIP re-connected Shandora and her family with Sarah Katz, this time in her capacity as a VIP volunteer.

In the face of one final hurdle — how to deal with the absentee father, who still lived in Philadelphia

and might contest the process — Sarah and Shandora prevailed. They compiled ample documentation, including missed court dates and child support payments, that convinced the court to allow Shandora to adopt her grandsons. Despite her limited resources, with VIP and Temple's help, Shandora navigated the complex and costly processes required to secure her family's future. "The legal system was on my side during this time," she said. "I hope more people understand that free legal services will help them, and take advantage of these resources."

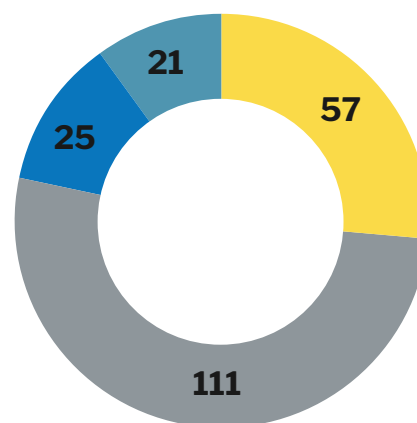
Preserving Income

Loss of income or family wealth always stings. For VIP's clients, who live on incomes close to the federally-defined poverty line, a lawsuit threatening the little money they have can be devastating. In 2021, VIP volunteer attorneys were at the ready to represent our clients in debt collection suits, slip-and-falls and auto accident cases, challenges to government benefits due to incorrect birth records, and other cases where their income was on the line.

Estate Planning to Preserve Family Wealth

VIP's Preserving Income priority area encompasses lawsuit defense as well as proactive estate planning services whereby clients can ensure their most valuable assets pass to the people they care about most.

In 2021, with support from Philadelphia's Division of Housing and Community Development (DHCD), VIP ramped up community outreach to low-income homeowners in need of estate planning documents. Our staff hosted virtual and in-person information sessions, crafted an easy-to-use online application, and conducted extensive intake with potential clients.



Cases Placed with a Volunteer in 2021

- Debt Collection Defense: 57
- Estate Planning: 111
- Tort and Auto Accident Defense: 25
- Name Change: 21



Sandra

Sandra Cooper was in the midst of fighting for her life when a debt collector knocked on her door, asking for \$20,000. At the time, Sandra was living on just \$335 a month and had to pick and choose which bills she could afford to pay. Her expenses kept piling up, especially after she had major back surgery and continual medical interventions.

Sandra tried to reach out to the debt collector and find a suitable payment plan that fit her budget, but the company would not budge. When they tried to take her to court, she physically could not due to her disabilities. With no one else to turn to, Sandra reached out to Philadelphia VIP.

Once Sandra was connected with VIP, she was quickly placed with her volunteer, Michael A. Budner from Saltz Mongeluzzi & Bendesky PC. Michael took over the case, working diligently to reach the best outcome for Sandra.

"I didn't know what I would do if I didn't have help," Sandra said.

Two months after VIP placed her case, Michael reached out again, informing Sandra that of the \$20,000 debt, she only owed \$400. The rest was dropped, and Sandra felt the weight of the debt lift from her shoulders. "It's a big relief that they can't come and take my house," she said. "I can never say how thankful I am for my attorneys and VIP, helping low- or no-income individuals who have nowhere else to turn."

"I was scared the debt collector would come to my house. My home is a safe space for all my kids and grandkids to come to when they need space and peace, and I've owned it for over 30 years. It's the only thing in my name, and the debt collector would have taken it from me."

Sandra

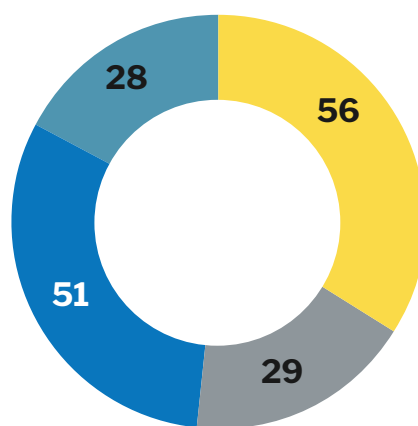
Supporting Community Economic Development

VIP's Community Economic Development Initiative provides legal assistance to Philadelphia small businesses and nonprofits to promote the expansion of opportunity, financial empowerment, and community sustainability.

VIP volunteer attorneys deliver critical transactional legal services to these clients on issues ranging from incorporation to contract review to commercial lease negotiation. By relying on quality volunteer legal services, small business owners can operate with legal security without needing to hire an attorney using their limited resources.

Virtual Consultations

The Virtual Consultation program for small businesses and nonprofits was launched in 2020 to stand in for VIP's in-person legal assessment clinics. Clients in this program receive free, one-hour issue-spotting and advice sessions from attorneys with relevant expertise. The program's success continued in 2021: we referred 57 such clients to volunteers.



Cases Placed with a Volunteer in 2021

SMALL BUSINESS

- Full Representation: 56
- Virtual Consultation: 29

NONPROFIT

- Full Representation: 51
- Virtual Consultation: 28

Rebel Arts

Rebel Arts Movement Center is a Black-owned business that empowers youth and adults through instruction in acrobatics, tumbling, and aerial arts. The owner, Alyssa Bigbee, had been leading classes for several years without a permanent space. In 2020, she decided to give Rebel Arts a home. With 15 years of tumbling under her belt and a passion for creating a movement center that is accessible for people no matter their background, Alyssa began searching for a studio where the business could grow.

“When VIP found us a volunteer lawyer, it was a blessing... Our volunteer solved the issue immediately. Now we’re moving in and moving forward.”

Alyssa



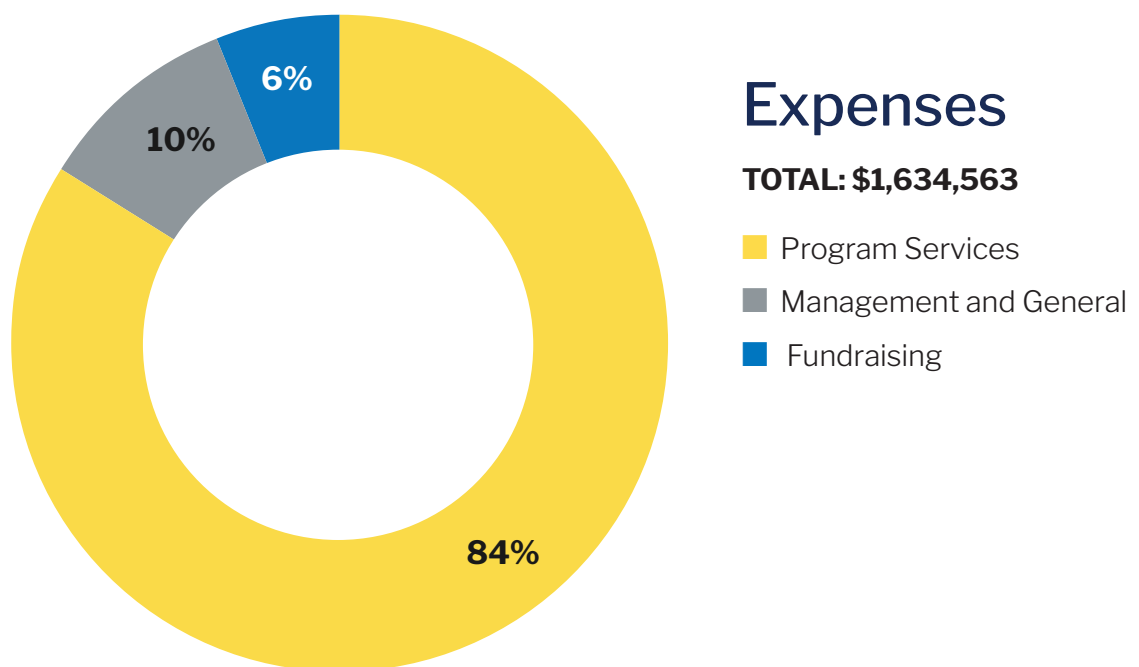
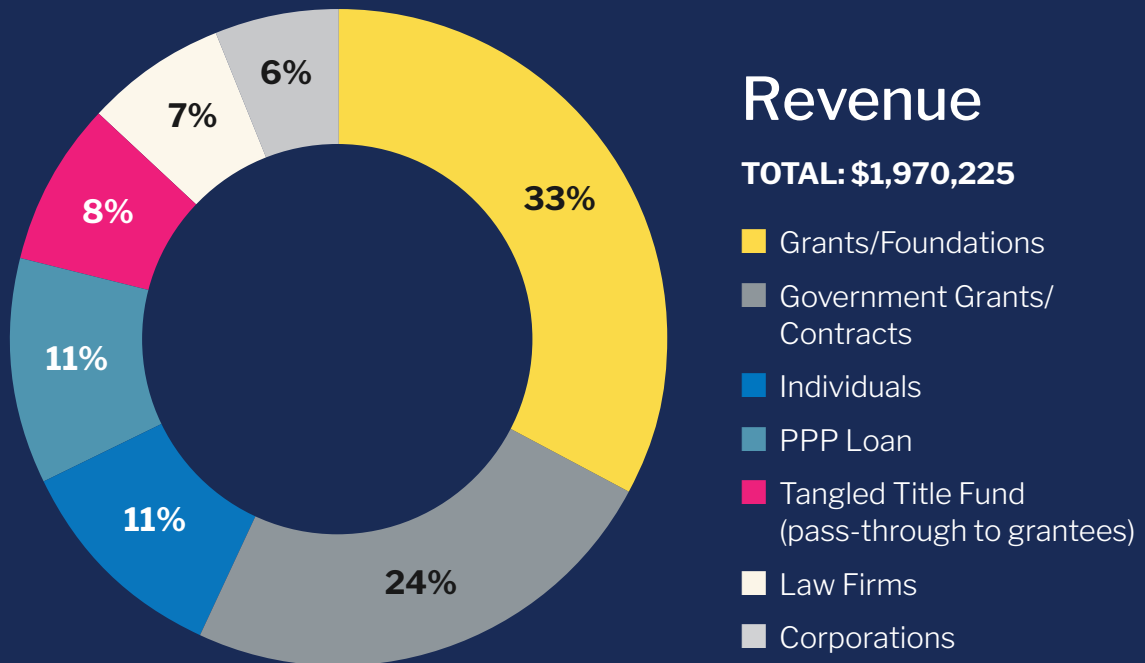
Alyssa found the perfect space in Kensington: a converted warehouse in an underserved neighborhood where Rebel Arts could meet students who would otherwise not be reached. “There were lots of places I could have moved, but I wanted to go to Kensington, where I could work with kids who looked like me,” Alyssa said. She signed a commercial lease, but before she could move in, a zoning issue reared its head.

After signing her lease, Alyssa learned the property was not zoned properly for Rebel Arts to operate. When her change of use request was

denied, she knew she needed an attorney’s help. “I never could have fixed it on my own,” she said. Alyssa applied for VIP’s services and met Cozen O’Connor attorney Robert Careless.

During their one-hour consultation, Robert discovered Rebel Arts’s request had been denied in error. Using his zoning know-how and familiarity with the city’s processes, he convinced the Department of Licenses & Inspections to reverse the refusal. Thanks to his work, Rebel Arts avoided a lengthy appeal process and began operating.

Financial Overview





Staff

AmeriCorps VISTA Fellows

Eman Abuawadeh
Ruth Ann Diamond
Gregory Ely*
Elizabeth Glenski*
Keren Kabambi*

Case Management Administrator

Taylor Strub

Communications & Development Associate

Amy Young

Development Specialist

Megan Shaeffer

Data & Analytics Manager

Michael Schwemmer

Director of Operations

Karna Laubenstein

Executive Director

Rida Haq

Legal Support Coordinator

Elias Pardo

Managing Attorney

Kelly J. Gastley

Nonprofit & Small Business Coordinator

Ivelisse Cruz

Pro Bono Case Managers

Taylor De La Peña
Cintya Gonzalez*
Monica Guest
Nural Hasan

Program Assistant

Donna Hendrickson

Program Manager

Joe B. Durkin

Staff Attorneys

P. Michael Jones
Todd Nothstein*
Vijaya Singh

Supervising Attorneys

Denise Lynch
Lindsay Schoonmaker

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Lee S. Zimmerman
Vice President
Megan Watson
Secretary
Anne B. Ryan
Treasurer
Michael Costigan

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Edward Brant
Patricia Cramer
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Hope Freiwald
Connie Lee*
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Katharyn Christian McGee
Nia N. Meeks
Chanda Miller
Sean T. O'Neill
Hon. A. Nicole Phillips
Richard L. Scheff
Robert Scott*
Doug Simon
David A. Surbeck
Kim Takacs
Amy Tarr
Robert S. Tintner
Kate Van Scoy
Stephanie S. Vogel
Eli Wolfe*
Hon. Sheila A. Woods-Skipper

*VIP alumni

Volunteers

Obinna I. Abara
Arwa Abdelmoula
Lawrence W. Abel
David F. Abernethy
Eman Abouelseoud
Brandon Abrams
Marisel Acosta
Olutola Adelugba
Elisa Advani
Janice Sued Agresti
Erkang Ai, PhD
Jane Albrecht
Travis Aldous
Kevin Aldridge
Richard Aldridge
Jenimae Almqvist
Karen Aloia
Sami Alsawaf
Matthew Altomare
Laura P. Amato
Clementa Amazon
Philip Amoa
Jessica Amoroso
Timothy B. Anderson
Logan N. Anderson
Maureen Anderson
Timothy Anderson
Victoria L. Andrews
Elizabeth Andrews
Licia M. Ano Marrone
Angela Antheil
William Antheil
Angela M. Antonini
Giuliano J. Apadula
Mason N. Apostol
Sierra S. Applegate
Francine Appleton
Christine Arasin
Kelly Arbaugh
Jacob P. Archer
Alexis Arena
Brittany C. Armour
Joan Arnold
Samar Aryani-Sabet
Robert W. Ashbrook, Jr.
Kristen Ashe
Alexa Asher
Roger Ashodian
Reuben Asia
Stanley Askin, MD
Isabelle Aubrun
Julie A. Auerbach
David Augustin
Mark Aurand
David J. Averett
Ronald Omar Avila
Bailey Axe
Sarah Bachner
Reckenson Badet
Benjamin James Baer
Alyson M. Bagley
Ahmed Bahgat
Michael T. Bailey
Elizabeth A. Bailey
Joseph Bailey
Brian Baillie
Irina Balashova

Brian M. Balduzzi
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Vincent Barbera
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Gwenn Barney
Andrew J. Barron
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Paul Bartolacci
Linda Ann Bartosch
Julianne Bateman
Alexander V. Batoff
Janet E. Bauman
Cynthia Bausano
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Mijrane Belizaire
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Ed Benevides
Bridgett Bennett
Paul Bennett IV
Samuel Ben-Samuel
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David Bertone
Brian Betley
Kristina Bevenour
Patrick Bianchi
Chelsea Biemiller
David K. Bifulco
Michelle Bigony
Thomas Biron
Eve Biskind Kloth
Albert Bixler
Christina M. Black
Virginia Blake
Kevin Blanton
Melissa S. Blanton
Dina Bleckman
Wendy F. Blecinski
Courtney Bledsoe
Grant P. Bloomdahl
Dana A. Blue
Edward Blumstein
Andrew W. Boczkowski

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David Bogdan
Nate Bohlander
Dolores Bojazi
Antonio G. Bonanni
Andrew J. Bond
Kelly Bonner
Daniel Boose
Krystal R. Bordoni-Cowley
Elora V. Borkowski
Laura Bottaro Galier
Sarah E. Bouchard
Sarah Boutros
Louise Bowes Marencik
Theresa Boyce
Brian J. Boyle
Alex F. Braden
Jenna Brahan
Andrew H. Braid
Jill Mrazik Branin
Rachel E. Branson
James K. Brengle
Shamus Brennan
Meredith Brennan
Katherine Morgan Breslin
Joshua Broderson
Elizabeth Kathryn Dobson Brogan
Steven Brogan
Thomas Brooke
David M. Brown
Thomas N. Brown
Valentine A. Brown
Geneva C. Brown
Eric R. Brown
Lauren Brown
Adam Brown
Audrey Brown
Emmanuel Brown
Jessica Brown
Jacob M. Brownstein
Ross Bruch
Theresa Brunson
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Sariyah S. Buchanan
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Nathan Buchter
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Tighe Burns
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William J. Burton
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Sokhona Buth
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Sharon Caffrey
Stephen F. Caggiano
Kristine Calalang
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Brian Calistri
Sean Ross Callaghan
Michael J. Campbell
Michael Timothy Campbell
Christiane Campbell
Patrick Campbell, Jr.
Ping Cao
Antonio Capistrano

Evan B. Caplan
Zachary Caplan
Dylan Caplan
Dominick Capozzola
John Cappel
Katharine Carden
Robert Careless
Nicholas Raymond Carroll
Melanie S. Carter
Samuel Morris Carter
Erin M. Carter
Amani Carter
Santo R. Caruso
Helen Casale
Verónica Patricia Casellas Santana
Starr Marshall Cash
Susan Caskey
Maureen Cassidy
Idna Castellon
Bruce Lee Castor, Jr.
Raphael F. Castro
Danielle Catalan
Sean Nevin Rempel Caulfield
Daniel Ceisler
Edmund Celiesius
Nicholas M. Centrella, Jr.
Robert J. Cervone
Brian S. Chacker
Edward F. Chacker
Alyssa Chai
Janette M. Chamberlin
Lawrence Chane
Alexander F. Chasan
Khai Vinh Chau
Aurelia Chaudhury
Stephen Chawaga
Tran Che
Anthony Check
Adam J. Chelminiak
Vadim Cherkasov
Caitlin B. Cherkin
Emily Cherniack
Mary Chicorelli
Anissa Chitour
Justin Chivinski
Louis L. Chodoff
Daniel Christenbury
Anthony Chwastyk
Adrian E. Ciacci
Thomas Cialino
Jenn Cilingin
Eugene Cipriani
Antonio Clavijo
Robert Claypole
Richard Coble
Alexis G. Cocco
Joshua C. Cohan
Fara Ashley Cohen
Joshua D. Cohen
Michele F. Cohen
Michael Adam Cohen
Jesse Cohen
Brian Colandreo
Heidi M. Coleman
Chinita L. Coleman
Alexandra Coleman
Nastassja Markham Coletta
Lori B. Colflesh
Jamey B. Collidge
Bess Collier
Anthony J. Comerota, Jr.
Matthew Comisky
Nadja Conner

Joseph Connor
Lorraine Consorte
John Coogan
Jay M. Coogan, Jr.
Frank Cooper
Amy P. Corenswet
Michael A. Corgan
Maria Corpora
Andrea Cortland
Brian Corvo
James F. Cosgrove
Cody Cowper
Bradford Craig
Ave O. Craig
Patricia Cramer
Kathryn Crary
Heidi Grace Crikelair
Jackie Crismond
Michaela Cronin
Joanna Crosby
Nicole E. Crossey
Edward Crow
Dawn D. Crowder
Roxane L. Crowley
Francis Crowley
Nina Crump
William R. Cruse
Mauricio Cuellar
Deborah Culhane
Patrick Cummings
Kevin R. Cunningham
Caroline Curley
Mary Cushing Doherty
Matthew J. Cyr
Harris Dainoff
Lauren A. D'Alessandro
Jane Dalton
Elizabeth Dalton
Joshua Damm
Natalie D'Amora
Anthony P. D'Angelo
Nathalie Danier
Frank Dante
Catherine David
Arik Davidson
Dominique Lamae
Davidson Dove
Jeniece Davis
Kenneth Davis
Lauren Davis
Timothy Davis
Kristen Davis
Cary Davis-Leizerowski
Dishon Dawson
Marisa De Feo
Taylor De La Peña
Dominic J. De Simone
Mark Deal
David Dearden
Christine DeChurch
Elizabeth I. Deegan
Kristan Deeney
George Deeney
Francis E. Dehel
Maria Del Pilar Castillo
Shannon Delaney
William J. Delany
James E. Delbello
Daniel DeLiberty
Emily Della Fera
Alexandra Dellarco
Germaine DeMartinis
Jessica Varzaly Dempsey
Dana Derham-Aoyama
Adam DeSipio

Christine Deutsch
Bernard C. Devieux
Patrick Devine
Francis P. Devine III
Stephanie Nolan Deviney
Daniel J. Devlin
Colin J. Devlin
Harley Diamond
Stephen DiBonaventura
Donald P. DiCarlo, Jr.
Ruth Ann DiDonato
Diana Dieciedue
Robert W. Diehl
Ryan Dieter
Ashley B. DiLiberto
Argia DiMarco
Rudolph J. DiMassa Jr.
Frank N. Dimeo, Jr.
Gianni V. DiMezza
Eric J. DiMuzio
Bernadette DiPasquale
Daniel Joseph DiRenzo
E. Douglas DiSandro, Jr.
Terence A. Dixon
Vishal Dobaria
Laura Dobson
William L. Doerler
Brian Doerner
Ian Doherty
Kimberly M. Dolan
Kyle Dolinsky
Yvette Donaldson
Michael E. Donnini, Jr.
Anthony J. Donofrio
Nadine Doolittle
Pamela Eve Dorian
Christlynn Dornevil
Beth Dougherty
Jessica Downes
Brian Drach
Judith Drasin
Morgan O. Dudkewitz
Erin Duffy
Daniel J. Dugan
Mark Dugan
Jennifer Dumin
Janine Dunlap Kiah
Martin Durkin, Jr.
Evan Dyer
Lisa Dykstra
Janine R. Ebersole
Michael Eckhardt
Jeffrey Edwards
Margaret M. Egler
Lyn Egli Eisner
Sarah Egovalle
William Ehrich
Rita Marie Kotler Eichman
Michael L. Eidel
Zachary Einsig
Stewart J. Eisenberg
Jillian A. Eisner
Stephen Y. Ekema-Agbaw
Stefan Ellis
Nicole Ellis
Kathleen Ellison
Brian Ellixson
Allan Ellis
Anna E. Els
Lee L. Elsey III
Yune D. Emeritz
Alessandra Emini
Ryan M. Emmett

Volunteers

Katherine Enright
Joan Entenman
Alan Epstein
June J. Essis
Icee Nichole Etheridge
Scott J. Etish
Lynne Evans
Carol Facenda
Alexandra Fahringer
Bernard Faigenbaum
Turner N. Falk
Michael Falk
Debra Falk
Tristram Fall III
Daniel C. Fanaselle
Jana Farabelli
Eleanor R. Farrell
George Farrell
Maureen Farrell
Michael P. Farrington
Nathan Farris
Sarah Bryan Fask
James Faunes
Kevin W. Fay
William H. Fedullo
Maria Feeley
Elizabeth J. Feeney
MK Feeney
Gilbert S. Feinberg
Neil Feinstein
Paul Feldman
Alan Feldman
Adolph F. Fellmeth
Scott Fellmeth
Jennifer M. Fernandez
Mariana Fernández
Kimberly T. Ferrari
Adiah Ferron Reid
Walter Ferst
Jacklyn Fetbroyt
Susan Fetterman
Mark Fidanza
Thomas Fiddler
Paola F. Figueroa
Emanueli
Stacy Filopoulos
Richard A. Fineman
Michael Fingerman
Blake D. Fink
Blair Fink
Christopher Finney
Ellen S. Fischer
Lise Fisher
Matthew K. Fissel
Robert J. Fitzgerald
Daniel Fitzpatrick
Samantha Fitzpatrick
A. Klair Fitzpatrick
Kevin Flannery
Fern Fleischer-Daves
Kenneth Fleisher
Noel A. Fleming
Susan B. Flohr
Barron Flood
Jonathan Flora
Theodore Flowers
Christine Flynn

Brittany Flynn
Karen Flynn
Colleen Flynn
Stephen A. Fogdall
Ethan Fogel
Nancy Foley
Richard W. Foltz
J. Anthony Foltz
Matthew Fontana
Theodore C. Forrence, Jr.
Julie Foster
Elaina Foster-Allen
Constantine T. Fournaris
Christina Mesires Fournaris
Aaron Fox
Stephen M. Foxman
Roderick J. Foxworth
Christina Frangiosa
Karen S. Frankel
Michael Frankel
Jill Frankel
Samuel M. Franklin
Nancy Sabol Frantz
Ashley Freeby
Eric Freedman
David M. Freeman
Melissa Boyd Freeman
Jordan J. Freeman
Fanta Freeman
David Freese
Kimberly Freimuth
Hope Freiwald
Eboni Frempong
Timothy A. French
Alexis L. Frese
Michelle Frey
Robert A. Friedel
Andrew Friedlander
Richard Friedman
Jodi B. Friend
Crystal M. Fritsch
Tara Anastasia Frohner
Michele Frost
Hilary A. Fuelleborn
Ann Funge
Jean Gabat
Olivia Gabriel
Ryan Gager
Leigh Gagliardi
Amy E. Galer
David Gallagher
Denisse Garcia
Dori Gardiner
Crystal D. Gardner
Amanda Garger
Keith Garland
James Garrett
Ryan Gatto
Jonathan Gaynor
Meaghan V. Geatens
Charmaine Gee
Anahita George
Frederick Gerhart
Kathy German

Fatema Ghasletwala
Sheri A. Ghatak
Matthew Giacobbe
Thomas J. Giardina
Kristen Gibbons Feden
Megann E. Gibson
Robert Gidding
Allison Z. Gifford
Carmine Giganti
Brian Gilboy
Kevin Gilboy
Patrick Gillard
Jonathan Gilman
Elaine Gilmore
Gregory Gilston
Alexander J. Ginsburg
David Glad
Alyssa Glass
Ronald B. Glazer
Craig Godshall
Jessica Chong Goe-beler
Matthew A. Goldberg
Kevin C. Golden
Gary Goldenberg
Steven A. Goldfield
Jeffrey J. Goldin
Julia Goldsmith-Pinkham
Andrew C. Goldstein
Julie Goldstein
Elsa Gonzalez
Stephanie A. Gonzalez Ferrandez
Natasha Gonzalez-Rojas
Serena Gopal
Benjamin E. Gordon
Rachael J. Gordon
HB Gordon
Gennady A. Gorel
Theodore Gorka
Craig R. Gottlieb
William Gramlich
Joseph G. Grasso
Kyle Gray
Madison Gray
Joseph C. Greco
Sarah D. Green
Casey B. Green
John S. Green
Ann Green
Kathleen Greenbaum
Josh Greenbaum
Susanna Greenberg
Lynn Greenholtz
Sarah Gremminger
Joseph J. Gribbin
Kimberly Grimes
Lynndon Groff
Dana S. Gross
Jeffrey D. Grossman
Matt Grubman
David I. Grunfeld
Kenneth J. Grunfeld
Ricky M. Guerra
Benjamin Guez
Michael Gumbel
Glenn Gundersen
Jeremy Gunn
Almitra Gupta
Sipi Gupta
David Gutin
Licardo E. Gwira
Andrew J. Haas
Stephanie L. Haas
Harrison Haas

Olivia Haber-Greenwood
Kenneth Hackman
Dacia Haddad
Tracey McDevitt Hagan
Matthew S. Hagarty
F. John Hagele
Barbara Hager
Michael Hahn
Clifford Haines
Deeya Halder
Matthew A. Hall
Janet V. Hallahan
Samuel A. Halterman
Matthew Hamermesh
Virginia Hansen
Lisa A. Hanssen
David Harbaugh
Jan Hardy
Alexandra M. Harris
Daniel S. Harris
Katrina J. Harrison
Adrienne Hart
Ian Hartman
Brian Hartshorn
Edmund Harvey, Jr.
Tracy L. Haslett
Dylan T. Hastings
Maryam Hatcher
Gregory Hauck, Jr.
David A. Haworth
Kelly C. Hayes
Michael B. Hayes
Azeez Hayne
Dawn G. Hearne
Sui L. Heaven
Stephen B. Heimann
Stephanie K. Heimann
Elizabeth Hein
Keith Andrew Heinold
Catherine B. Heitzenrater
Jean Hemphill
Kristofor T. Henning
Patricia M. Henrich
Meghan F. Henry
Terry M. Henry
Lynda Henry
Jessica Henschel
Andrew I. Herman
David A. Herman
Melissa Herrin
Sean Herron
Roy Hibberd
Katie Hickey
Kathryn Hiester
Pauline Higgin
Stephen Hildebrand
Dorothy A. Hill
Barbara Hill
Jarret P. Hitchings
Tim Hoban
Anna Marie Hoelscher
George Hoesz, Jr.
Melanie Hofbauer
David A. Hoffman
Veronica R. Hogan
Nicole M. Holden
Meghan E. Holjes
David Scott Hollander
Tiffany M. Holland-McAnany
Timothy J. Holman
James J. Holman
Robin Holts
Ernest Holtzheimer
Matthew A. Homyk

Yvonne A. Honig
Megan Horwitz
Christopher Hosein
Akbar Hossain
Michael Edward Houghton
Sandra Hourahan
Kia House
Catherine S. Houseman
Yalonda E. Houston
Patrick M. Hromisin
Natalie F. Hrubos
Nicholas J. Hubner
Nathan Huddell
Richard Hudock
Laurence Hughes
Kevin Hughes
John Huh
Tucker R. Hull
Amorie Hummel
Maria Hunter
Laura Hutchinson
Todd N. Hutchison
Liz Hyams
Francesca A. Iacovangelo
Michael Iannucci
Peter Ibe
Frank Innes
Jennifer Insley-Pruitt
Tatiana Irani
Thomas Ivory
Hari Iyer
Khadijeh Jaber
Hara K. Jacobs
Lisa R. Jacobs
Cheryl Jacobs
Joshua Jacobs
Roberta Jacobs-Meadway
Miriam Jacobson
Carol Jacoby
Erica A. Jaffe
Dana J. Janquitto
Matthew Janus
Peter Jaslow
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Jill Palsky Jenkins
Franny E. Jerez Morales
Charles Jesuit
Vera Jiang
Spencer C. Joffrion
Kenneth Johnson
Jennedy Johnson
Jimmie D. Johnson, Jr.
Steven Johnston
William Johnston
Richard Jones
Christopher Jones
G'Nece Jones
P. Michael Jones
David Jones
Shonterra Jordan
Alexander F. Joseph
Francis O'Neill Jr.
James Malone Jr.
Jim Beasley, Jr. Jr.
Mike Juliano
Jeanne Kabulis
Edward J. Kaier
Sarah E. Kalman
Tianna Kalogerakis
Naina Kamath
Aaron L. Kamsler
Krystal Kane
Esther Kang
Adam Kanji

Stephanie Gantman Kaplan
Marcia Kaplin
Samantha Kapnek
Drew Kapur
Raquel Karp
Matt Kaslow
Ronald A. Katcher
Arielle E. Katz
Sarah Katz
Lauren Katz Smith
Warren J. Kauffman
Derick Kauffman
Brian Kearney
Jeffrie Keenan
William Keffer
Monica R. Keitt
Eve Keller
Ryan N. Kelley
Steven Kellner
Thomas H. Kelly
Sandra L. Kelly
James Kelly
Matthew Kelly
Reid Kemena
Holly L. Kendorski
John F. Kennedy
William Kennedy
Maxwell Kennerly
Joseph Kernen
Leena Ketkar
Michael Kichline
Callie Marie Kim
Richard Kim
Yunhee Kim
John D. Kimball
Alycia Kinchloe
Jonathan R. King
Henry King
Amy M. Kirby
William C. Kirby
Mark Kirby
Paul Kirk
Kathleen Kirkpatrick
Brian Kislewski
Jessica Kitain
Jay Kivitz
Elizabeth S. Klaproth
Heather S. Klein
Lanni S. Klein
Joseph Klein
Wendy F. Klein Keane
Tracey Kline
Emily Klinicki
Patricia Knese
Kelsey Knish
Dana M. Kolesar
David Koller
Rebecca Kolsky
Frank Konczakowski
Nate Koonce
Robert Koons III
Charles Kopel
Marian A. Kornilowicz
Kevin Koscil
Judith Kotch-Curtis
Eric J. Kotloff
Ronald A. Kovler
Emily Kowey Roth
Richard Kraemer, Jr.
Theresa W. Krause
Laurie A. Krepto
Evan Krick
Basil S. Krikelis
Dean V. Krishna
George J. Kroculich

Sarah Kulik	Nancy Lewis	Sean P. Mays	Danielle Moseley	Dan O'Neil	Willie Pollins
Sima Kulkarni	Jonathan G. Lichtenstein	Melissa C. Mazur	Daniel S. Mozes	Kathy O'Neill	Andrew Pomager
Nanda P. B. A. Kumar, PhD	Robert J. Lichtenstein	Ralph Mazzeo	Leonard Mucci III	Stephanie Oppenheim	Nora Pomerantz
Shelly J. Kunkel	Christina Lidondici	John McAleese	Samuel Mukiiibi	Craig Oppenheimer	Jennifer Porter
Amanda Kuntzman	Alan Lieblich	Michael McAndrew	Daniel Muklewicz	Whitney Patience	Rachel L. Possinger
Stephen Kurens	Robert Limbacher	Dennis McAndrews	James F. Mulcahy	O'Reilly	Timothy J. Potero
Greg Kuroda	Lisa Marie Lint	Katherine McBeth	Elanor Mulhern	John Orlando	Evan F. Poulgrain
Jason Kurtyka	Dean Lintzeris	Mike McBrien	Mary J. Mullany	Sharon O'Rourke	Juliet P. Powell
Kelly Kuschel	Mark G. Lionetti	Christopher I. McCabe	W. Mark Mullineaux	Megan O'Rourke	Caroline Power
Frank La Fontaine	David Lipner	Jane O. McCahill	Courtney A. Munnings	Jenna O'Rourke	Robert Powers
Luke T. La Rocca	Annita Lise	Ryan McCarthy	Lauren Murdza	Paul Ort	Phyllis Powers
Anthony Lacatena	Leanne Litwin	James McClammer	Melissa Fundora	Brian Ortelere	Erin Powrie
Rebecca Lacher	Gloria Liu	Sara McCormick	Murphy	Erik Orvik	Shaila Prabhakar
Andrew Lacy, Jr.	Gloria Liu	Michelle McCurdy	Eileen G. Murphy	Priscilla G. Osei-Bonsu	Michael Prasad
Lisa Laffend	Ian Livaich	Peter M. McDaniels	Michael Thomas	Pamela Ozga	Stephen R. Pratt
Helen Lafferty	Delisa Martinez Lizardo	Walter L. McDonough	Murphy	Joseph T. Pace	Courtney Presswood
Timothy B. Laffey	Kimberly Lloyd	Catelyn McDonough	Megan C. Murphy	Rosetta Packer	Kathleen M. Princiville
Danielle E. LaGuerre	Andrea Lloyd	William McDonough	John Frank Murphy	Mark Paladino	Anthonie Peter Prinsen
David M. Laigaie	Rebecca Lock	Rebecca E. McDougall	Stephen Murphy	Tracie Palmer	Jennifer Prisco
Roger LaLonde	Thomas Loder	Margaret M. McDowell	Timothy J. Muyano	Joseph J. Pangaro	Suzanne Pritchard
Erin Lamb	Jessica Loesing	James J. McEldrew III	David Nagdeman	Elias Pardo	Jesse Proctor
Jesse Lambert	Andrew M. Logan	Phylicia McFaddin	Derek B. Nagel	Steve T. Park	Craig Provorny
Linda Lammendola	Adrienne Logan	Katharyn I. Christian	Christopher C. Nana-Sinkam	Gene K. Park	Suzanne A. Prybella
Brian Lands	Lauren Long	McGee	Erica M. Nantais	Amey Park	David B. Pudlin
Marie Laney	Rachel Lopez	Jordan McGee	Henry Nassau	Joseph Park	Nicole Pursley
Howard I. Langer	Robert Loucas	Brian McGinnis	Kyong-Hi Park Williams	Kyong-Hi Park Williams	Christopher Pushaw
Theresa A. Langschultz	Tammy Loughery	Kelly McGlynn	Donald F. Parman	Donald F. Parman	Jonathan Quach
Carrie L. Lanouette	Pamela Loughman	Lauren McGovern	John Parsons	John Parsons	Eileen B. Quigley
Michael M. Larkey	Irene Lu	Christine C. McGuigan	Forrest T. Passerin	Forrest T. Passerin	James Quinlan
Robert J. LaRocca	Frank Luchak	Brendan T. McGuigan	Vikram A. Patel	Vikram A. Patel	Anthony Quinn
John LaRocca	Robert J. Luciani	Linda McGuinness	Dimple C. Patel	Dimple C. Patel	Sandra Quinn
Erin Larrea	Patricia L. Luczak	Michael P. McIlhinney	Monique Pattillo	Monique Pattillo	Pablo A. Quintanilla, Jr.
Dale Larrimore	Erin Lund	William R. McLaughlin	Christine M. Paul	Christine M. Paul	Aaron Rabinowitz
Eduardo Lastra	Joseph E. Lundy	Arianna McLaughlin	Samuel Paul	Samuel Paul	Mark Rachlin
Lisa Lattanzi	Jiazhong Luo	Coleen M. Meehan	Jonathan D. Pavlovcak	Jonathan D. Pavlovcak	Wasim Rahman
Andy Joseph Lau	Margaret S. Lurio	Lesley M. Mehalick	Briana Lynn Pearson	Briana Lynn Pearson	Raja G. Rajan
Frederick M. LaValley	Meredith Lyndon	Sarah Mehra	Clark W. Pease	Clark W. Pease	Juan Martin Ramirez
Mary Erin Lavelle	Lussier	Barbara Murphy Melby	Joseph A. Pecora	Joseph A. Pecora	Spencer Rand
Danielle Pinol Lavery	C.J. Lyford	Jocelyn Mendez	Joshua Peles	Joshua Peles	Louis Rappaport
P. Thao Le	John M. Lyons	Stephanie Mensing	John Pelet	John Pelet	Mary-Noelle Rasi
James Lebovitz	Arnold Machles	Kathryn Mercogliano	Barry F. Penn	Barry F. Penn	William Rathbone
Andrew W. LeDonne	John Macoretta	Melissa A. Merk	David Pennant	David Pennant	Alfred Rauch
Young Eun Lee	Carolyn Maddaloni	Samantha Merkowsky	Frank Perch	Frank Perch	Amanda Rauer
Matthew D. Lee	Alfonso Madrid	Margo E. Meta	Alec Pereira	Alec Pereira	Douglas Raymond III
Connie Lee	Joseph J. Mahady	Daniel Metroka	Maria Perez	Maria Perez	Cameron Redfern
Sophia Lee	Tina Makoulain	Jeffrey Meyers	Cecilia Perez	Cecilia Perez	Michael Reed
Han Gil Lee	Rebecca Malcolm	Stephanie Mignogna	Geovanni Perez	Geovanni Perez	Myra Reed
Myong-Ha Lee	Garima Malhotra	Chanda A. Miller	Katherine L. Perkins	Katherine L. Perkins	Michael T. Regan
Bomi Lee	Rachel Mall	Gary A. Miller	Michele Perlstein	Michele Perlstein	Adam D. Reid
Katie Leesman	Zainab Manasawala	Corey M. Miller	Jason Perri	Jason Perri	Michael F. Reilly
Hope C. Lefebber	Frank P. Maneri	Marc Miller	W. Stanley Perry, Jr.	W. Stanley Perry, Jr.	M. Frannie Reilly
Geoffrey LeGrand	James Mangiaracina	Michael S. Miller, Jr.	Elliot Pershes	Elliot Pershes	Luke Reilly
Cara Leheny	James Mannion	Jenna R. Millman	Kayci Danielle Petenko	Kayci Danielle Petenko	Thomas Reilly
Bridgette C. Lehman	Anna Manogue	Steven Millman	Michael Peters	Michael Peters	Karen Reilly
Michael Anthony Lehmann	Renee Manson	Scott A. Milner	Reginald Keith Petersen	Reginald Keith Petersen	Emily Reineberg
Jerry Lehocky	Leah Mantei	Kenneth L. Mirsky	David Petkun	David Petkun	Daniel Reinganum
Chloe K. Leigh	Ashley Alexandra Mapp	Jeremy Mishkin	Elaine Petrossian	Elaine Petrossian	Jason E. Reisman
Robert Leite-Young	David J. Margules	James F. Mogan III	Karissa Phelps	Karissa Phelps	Daniel Reisman
Stephen M. Leitzell	Tammi Markowitz	Brandon D. Mogyoros	Kristine Phillips	Kristine Phillips	Rebecca J. Reist
Olufunke Leroy	Lynn A. Marks	Fatima Mohammed	Joanne Phillips	Joanne Phillips	Mauy B. Reiter
Caroline Lesce	Andrew J. Marrinucci	Christopher D. Molony	Brad Phipps	Brad Phipps	Charles Reitmeyer
Jeffrey Lesovitz	Damali K. Martin	Natalie Molz	Christian Elizabeth Piccolo	Christian Elizabeth Piccolo	Brian Remondino
Ruth A. Lesser	William Martin	Mark A. Momjian	David Pickard	David Pickard	Shawn P. Rexroad
Scott Leventhal	Maria E. Martinelli	Christine Mon	Emily B. Pickering	Emily B. Pickering	Roger Reyes
Warren Levicoff	John J. Martucci, Jr.	Robert Mongeluzzi	Jennifer Pike	Jennifer Pike	Phil Reytan
Michael Levin	Richard C. Mason	Genesis Marie Monserate	Matthew M. Pilcher	Matthew M. Pilcher	Daniel Rhynhart
Nelson Levin	Cassandra L. Matos	Katharine Mooney	William Pillsbury	William Pillsbury	Fahd Riaz
Jan P. Levine	Brandon Matsnev	Jaimee L. Moore	Brian M. Pinheiro	Brian M. Pinheiro	Anthony Richardson
Jonah Levinson	Keri Matthews	John S. Morabito	Jacqueline Pinkas	Jacqueline Pinkas	Mark Richardson
Matthew Levitsky	Katariina Mattila	Michael Morabito	Michelle Piscopo	Michelle Piscopo	Paul Riermaier
Christa Levko	Whitney Mayer	John P. Moran	Monica C. Platt	Monica C. Platt	Leonard Rieser
Alexa L. Levy	Suzanne Mayes	Matthew Morley	Igor Pleskov	Igor Pleskov	Brandon Riley
Mark C. Levy	Dana J. Maykish	Sandra Morris	Emily Plowcha	Emily Plowcha	Joshua T. Ripley
Kevin M. Levy	Shari Maynard	Gabrielle Morrison	Christopher Polisano	Christopher Polisano	Nina Rivera
	Katelyn L. Mays	Alison Morrissey			Marirose Roach
					Jacqueline Alexandra

Volunteers

Robbins
Matthew Robbins
Lanique Roberts
Drèdeir Roberts
Michael Robinson
Samantha Rocchino
Andrew Rocco
James Rocco III
Heather Ritch Rocks
Erica Rodarte
Christopher Rodrigues
Cary Rodriguez
Maria Rodriguez
Gabriela Rodriguez
Alisha Rodriguez
Craig Alston Rogers
Elizabeth Roggio
Kasandra Rogiers
Katelyn A. Romeo
Saverio S. Romeo
David E. Romine
Dina Ronsayro
Suzanne Root
Mary Catherine Roper
Julie Rose
Dayna Rose-Benn
Adam Roseman
Sandra Rosenberg
Mandy C. Rosenblum
Jeffrey M. Rosenfeld
Phil Rosenfeldt
Matthew L. Rosin
Christopher Rossi
Laura Rossi
Scott Rothman
Daniel B. Rotko
Jason W. Rubin
Neil T. Rubin
Lawrence S. Rubin
Eric B. Rubin
Chad J. Rubin
Randi Rubin
Kimberly Ruch-Alegant
Jay S. Ruder
Michael Rugnetta
Yvonne Ruiz
Louis S. Rulli
Derek Runyan
Colleen Rush
Marian Ryan
Anne B. Ryan
Michael S. Ryan
Emily Ryan-Fiore
Kimberly L. Sachs
Robert Sachs, Jr.
Rodlena Sales
Francesco Salpietro
Nicholas S. Salter
Andrew Salvucci
Joseph Samuel
Gabriela Sanchez
Jacob A. Sand
Frederick Gus Sandstrom
Jennifer Santangelo
Patricia B. Santelle
Gus Sara

Christian Saucedo
Mary Gay Scanlon
Connie Scarville
Veronica Schad
Magdalena Schardt
Gregory A. Scherneck
Diana C. Schimmel
Michael Schleigh
David Schlier
Coleen Schmidt
Kirsten L. Schneider
Todd A. Schoenhaus
Matthew Schofield
Lindsay Schoonmaker
Stephen Schrier
Lee A. Schwartz
Joshua B. Schwartz
Scott B. Schwartz
Morgan Schwartz
John Schwartz
Eric M. Schweiker
Andrew Schwerin
Brooke A. Scicchitano
Nigel S. Scott
Robert Scott
Brian Scott
Stephanie Searles
Vogel
Stuart I. Seiden
H. David Seidman
Stacy Seltzer
Squire J. Servance
Sohana B. Sethi
David Shafie
Charles Shainberg
Gregory Shantz
David Shapiro
Lisa M. Shapson
Jason M. Shargel
Sonia S. Shariff
Carolyn Shea
Dylan J. Sheaffer
Alexandra Sheedy-Rodriguez
Carole Sheffield
Maryum Sherazi
Andrew J. Sherman
James Sherwood
Kelly Shinn
Gerald L. Shoemaker, Jr.
Steven A. Shoumer
Robert Shulman
Eric S. Siegel
Jane Elizabeth Rose
Siegfried
Boramy Siek
Michael D. Silberfarb
Jed Silversmith
Francis X. Simpson
Cassius K. Sims
James R. Sims III
Vijaya Singh
Jeffrey S. Sion
Diana Sisum
Lian Skaf
Neil Sklaroff

Ari Sliffman
Jared Slipman
Brian P. Slough
Erika L. Smith
Erin E. Smith
Mackenzie W. Smith
Mark J. Smith
Dara Smith
Claudine Smith
Colby Smith
Elaine Smith
Maggie Soboleski
Javier Soler
Elaine D. Solomon
Matthew Solomon
Lawrence Solomon
Marcie Solomon
Breeana J. Somers
Eileen Somers
Justin Soulen
Andrew J. Soven
Lisa Casey Spaniel
Jennifer L. Spata
Jeremy Spiegel
Joann Spina
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Philadelphia VIP was created in 1981 as a collaboration between the Philadelphia Bar Association, the private bar, and the public interest legal community to address the rapidly widening justice gap between the civil legal needs of Philadelphia's low-income residents and the availability of affordable presentation.

In 40 years since, VIP has worked closely with our partners at the Bar Association to expand access to justice in Philadelphia. VIP's Staff Team and Board of Directors are proud to help advance the Bar Association's mission of 'promoting justice, professional excellence and respect for the rule of law' and, by doing so, "fostering understanding of, involvement in and access to the justice system."

We salute the Bar Association on its significant accomplishments in 2021, including:

- Quickly pivoting to offering all programming online during the pandemic;
- Providing crucial support as the courts and law firms continued to adapt to Covid-19 guidelines; and
- Supporting the city's eviction diversion programs to help tenants stay in their homes.

We thank the Bar Association for its strong partnership and invaluable support, and look forward to ongoing collaboration in the years to come.



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