



Irene Gomez-Bethke Papers.

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6/88

*home information

ALLOCATIONS PANEL X - TEAM B ROSTER AND ASSIGNMENTS

Panel Staff: Joanna Buzek (340-7425)

Panel Chair

Toni Green 2105 Humboldt Avenue So. 55405 941-9055

Panel Vice Chair

Thomas Collins Fairview Deaconess Hospital 55404 721-9335
1400 East 24th Street

Accountant

Mark Lund, CPA TCF-Controllers Dept. 55402 370-7944
801 Marquette Avenue

Team Leader

Mark Lund, CPA TCF-Controllers Dept. 55402 370-7944
801 Marquette Avenue

Program Liaisons

Catherine Isaacson Coopers and Lybrand 55402 370-9555
1000 TCF Tower

Al Longstreet H.B. Fuller Co. 55110 481-3727
3200 LaBore Road, Vandnais Heights

Mariana Shulstad U.S. Dept. of Interior 55391 725-3540
19026 Carsonwood Avenue, Deephaven

Alaine Will College of Biological Sciences
123 Snyder Hall, U of M 55108 624-2244
1475 Gortner Avenue, St. Paul

Agency/Program Assignments

Legal Rights Center

-Hispanic Program	Alaine Will	Marianna Shulstad
-Juvenile Justice	Alaine Will	Marianna Shulstad

Centro Legal

-Proyecto Justicia	Alaine Will	Al Longstreet
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International Institute of Minnesota

-Casework	Catherine Isaacson	Al Longstreet
-English As A Second Language	Catherine Isaacson	Al Longstreet

CENTRO LEGAL, INC.

Oral Rating Form

Position: Chief Legal Office

Applicant L. Puy

Rater L. B.

Please take into consideration: General and appropriate appearances, ability to articulate, self confidence, understanding of problem for the disadvantaged and people of color.

Areas

Score

- | | | | | | | |
|--|---|-----|-----|-----|----|----|
| 1. Past experience as an attorney. | 2 | 4 | 6 | (8) | 10 | |
| 2. What skills does the individual possess which are helpful to this position. | 2 | 4 | (6) | 8 | 10 | |
| 3. Past experience utilizing Spanish language skills. | 2 | 4 | (6) | 8 | 10 | |
| 4. Interest in Centro Legal. | 2 | 4 | 6 | (8) | 10 | |
| 5. Familiarity with the legal resources in the Twin City area. | 2 | 4 | 6 | (8) | 10 | |
| 6. Formal contact with the Hispanic community in the Twin City Area. | 2 | (4) | 6 | 8 | 10 | |
| 7. Management experience. | 2 | (4) | 5 | (6) | 8 | 10 |
| 8. What are applicant's career goals and how does this position help him/her attain those goals? | 2 | 4 | 6 | (8) | 10 | |
| 9. Fundraising skills. | 2 | 4 | (6) | 8 | 10 | |
| 10. Eligibility to practice law in Minnesota. | 2 | 4 | 6 | (8) | 10 | |
| 11. Financial Planning & Management skills. | 2 | (4) | 5 | (6) | 8 | 10 |
| 12. Supervising other attorneys, personnel. | 2 | 4 | (6) | 8 | 10 | |
| 13. Community Work | 2 | 4 | 6 | (8) | 10 | |

14. Experience in Family Law or Immigration.

2 4 6 8 10

Date: 2-25-'89

Total Score: 94

-
- (2) UNSATISFACTORY - Candidates performance on the factor is well below the level required for effective job performance. This is considered a failure rating.
- (4) MARGINAL FAILURE - Candidate possesses the factor to some degree however, at a level below that required for effective job performance. Also a failure rating.
- (6) GOOD - Candidate performance on the factor is at a satisfactory level for effective performance. This is a passing rating.
- (8) VERY GOOD - Candidate performance on the factor is clearly above the level required for effective job performance. This is a high passing rating.
- (10) EXCELLENT - Candidate performance on the factor is at a superior level or extremely high quality. This is the highest passing rating.

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Centro Legal

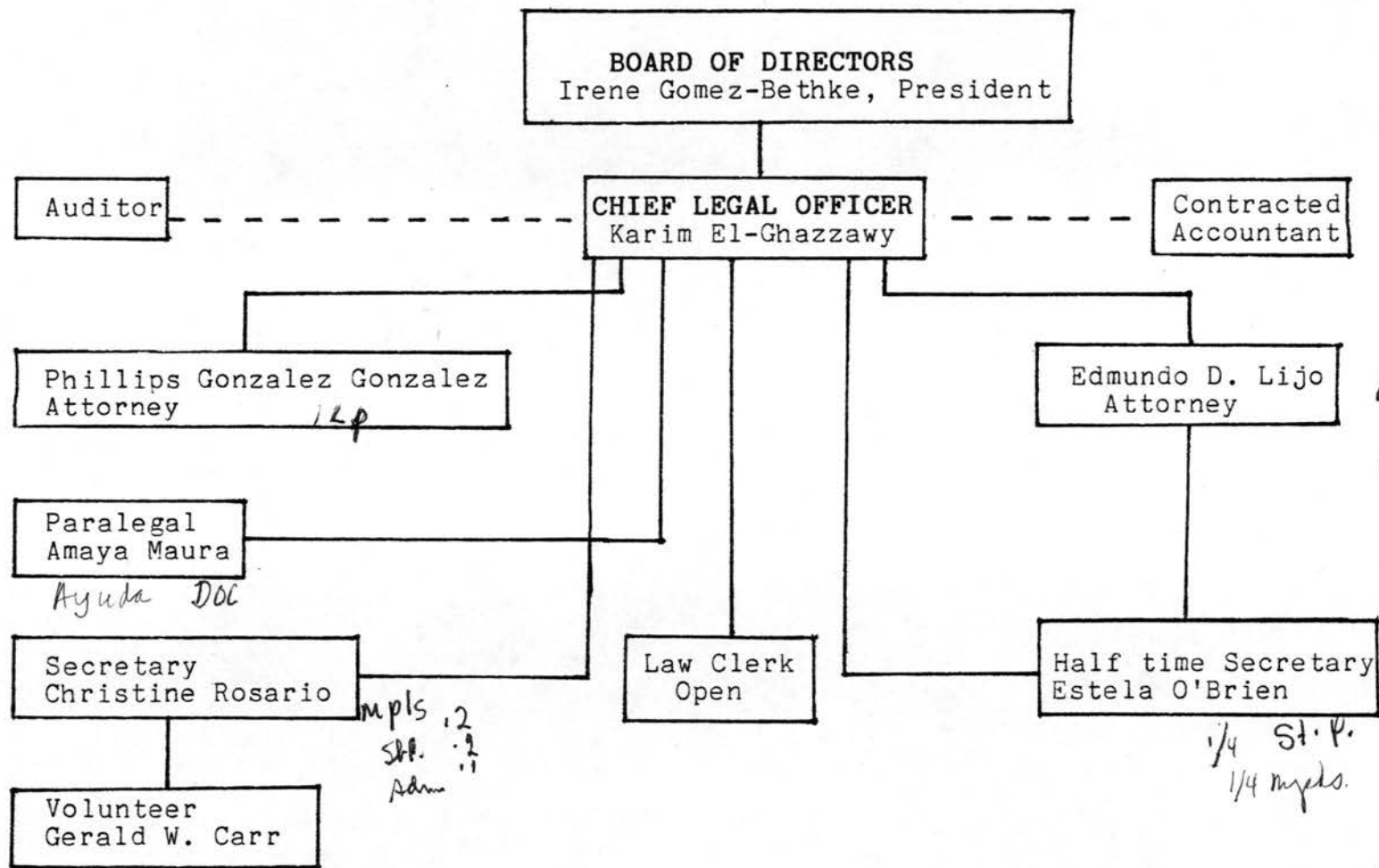
-Proyecto Justicia	Alaine Will	Al Longstreet
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International Institute of Minnesota

-Casework	Catherine Isaacson	Al Longstreet
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CENTRO LEGAL, INC.
ORGANIZATIONAL CHART

APRIL, 1989

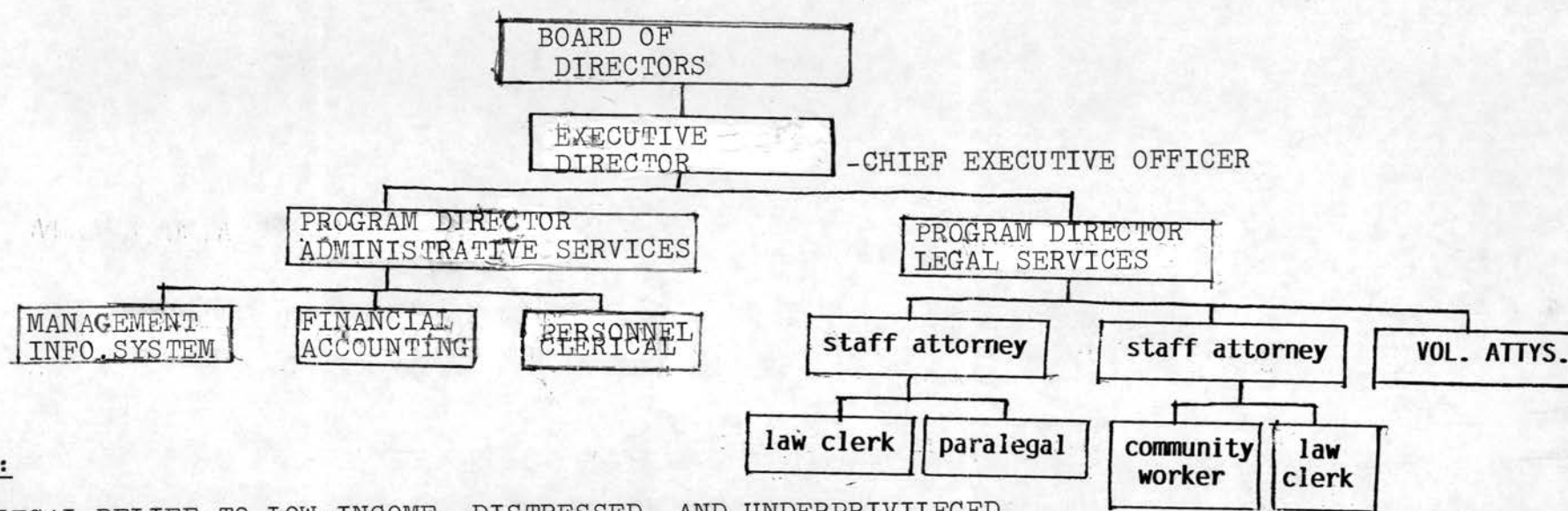


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CENTRO LEGAL, INC.

Staff Flat Chart



THE MISSION:

TO PROVIDE LEGAL RELIEF TO LOW-INCOME, DISTRESSED, AND UNDERPRIVILEGED PERSONS WITH AN EMPHASIS ON THE HISPANIC (ASIAN) COMMUNITY OF MINNESOTA, THROUGH HIGH-QUALITY LEGAL SERVICES AND COMMUNITY PARTICIPATION IN LEGAL MATTERS.

STAFF FUNCTION:

PROVIDES SUPPORT TO LINE STAFF.

CHAIN OF COMMAND:

SPAN OF CONTROL

UNITY OF COMMAND

LINE STAFF:

CARRIES OUT THE MISSION OF THE AGENCY DIRECTLY.

LIMIT TO NUMBER OF PEOPLE A MANAGER CAN DIRECT.

REPORTS TO ONLY ONE SUPERVISOR.

He would report further at a later date. Marty noted that he had reviewed the United Way agreement and it was acceptable. The Board opted to vote on the entire report.
Motion Carries.

Election of Officers:

- 5) Motion - Tom Barrett - Nominates Irene Gomez-Bethke, as President.
2nd - Al Garcia

Discussion: Marty noted that Irene had agreed to continue as President for one more year as a way to maintain continuity.

Motion Carries - Congratulations to Irene.

- 6) Motion - Al Garcia - Nominates Carlos Mariani-Rosa as Vice-President.
2nd - Steve Zachery
Motion Carries. Congratulations to Carlos.

- 7) Motion - Steve Zachery - Nominates Al Garcia as Secretary.
2nd - Tom Barrett
Motion Carries. Congratulations to Al.

- 8) Motion - Al Garcia - Nominates Tom Barrett as Treasurer.
2nd- Steve Zachery
Motion Carries. Congratulations to Tom.

Discussion: Reverand noted that the new members should be trained to take over the Executive positions in the future.

Committee Assignments:

The following are the individuals who agreed to sit on the four standing committees:

- a) Executive : Board Officers
- b) Finance: Tom, Carlos & Al
- c) Membership: None -
- d) Personnel: Steve & Reverand *Paul*

Discussion: Rose indicated the possibility she may move out of state and as a result will postpone her decision. The remaining members will be notified by mail of the openings and asked to volunteer to sit on a committee. Final appointments will be made by Irene. Further, the Board urged Irene to appoint the Executive Committee as an Ad Hoc committee to merge with the Personnel, as the Chief Legal Officer Search Committee.

Old Business

Marty noted that he had hired India Clark, a former St. Paul youth employee to work 20 hours a week at \$5.00 per hour at the St. Paul office as Temporary Secretary. This was pursuant to a two month appointment granted by the Board in November, 1988. He requested a two month extension and noted that MEED money may be available soon to hire.

9) Motion - Reverand - To extend the Temporary Secretary appointment for up to two months.

2nd - Tom Barrett

Motion Carries.

New Business:

Marty noted that his salary increase had created a need to obtain two signatures (a countersignature) on his pay check because it exceeded \$1,000. He requested that the countersignature floor be raised from \$1,000 to \$1,100 and up.

10) Motion - Tom Barrett - To increase the countersignature floor from \$1,000 and up to \$1,100 and up.

Motion Carries.

Marty also noted that he felt it appropriate that the Board consider a small bonus for all employees, except the Chief Legal Officer, as recognition of the hard work and success accomplished in 1988. Marty noted that he had failed to bring this to the attention of the Finance Committee due to an oversight.

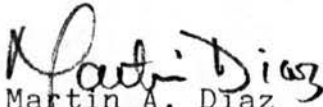
11) Motion - Steve Zachery - To empower the Finance Committee to review and grant, if financially appropriate, bonus to staff. To do so within two weeks.

2nd - Al Garcia

Motion Carries.

There being no further business, the meeting was adjourned at 8:25 p.m.

Respectfully Submitted,


Martin A. Diaz
Chief Legal Officer

REPORT
HIRING COMMITTEE
MARCH 20, 1989

Screening Committee: Irene Gomez-Bethke, Carlos Mariani-Rosa, Al Garcia, Reverend Sunthi Paul, Tom Barrett and Steven Zachary. Staff: Martin Diaz

Interviewers: Irene Gomez-Bethke, Carlos Mariani-Rosa, Tom Barrett and Martin Diaz.

Meeting Dates: Preliminary meetings were held with various members of the Executive Committee to prepare the Job Announcement and Job Description and to determine whom to notify. For the record, notices went out to the Clearinghouse Review, a publication for Legal Services agencies, and to over 80 legal services programs in the country.

Once the Board approved the composition of the Hiring Committee, the first meeting was held on February 6, 1989 to review the applications and determine the names of the persons to be interviewed. The interviews were conducted by the Interviewers on February 17 and 25, 1989. All members attended each session.

Interviewing: The Committee noted that six persons applied, and four were chosen for interviews. The names of the persons who applied and those chosen for interviews are as follows:

1. Michael Ruffenach;
2. Luz Maria Frias;
3. Karim El-Ghazzawy- Interviewed;
4. Lawrence W. Pry- Interviewed;
5. Milenia Soto-Interviewed;
6. Judith Marty- Interviewed.

The two not interviewed were disqualified, one for lack of Spanish language skills and the other because of a lack of any legal experience.

Of the four persons who were interviewed, two were Hispanic (one male (Karim) and one female (Milenia)) and the other two were white (one male (Larry) and one female (Judith)). Larry and Milenia were from out of state and their travel expenses were paid for by the agency (Total cost \$651.00).

The Committee considered Karim and Larry to be the best of the four. Milenia, while having good legal skills, was wholly without knowledge of the legal and Hispanic community in the Twin Cities and without any fundraising or managerial experience. She was also suspect in her ability to practice law immediately since she would necessitate a four to six month investigation period before being admitted to practice. Judith had excellent experience in many areas

but lacked a commitment to the Hispanic Community and did not appear to be sure of what she was looking for in her career.

Of the two remaining candidates, Larry had more years of experience but lacked the passion and commitment to the Hispanic Community. He had otherwise good skills. Though from out of state, Larry had a Minnesota license. Karim had less years of experience but had sought out difficult work and had experience in varied areas of law and types of litigation. He had translated his three years of legal experience into quality years and showed a great deal of maturity and commitment. His strongest quality was his commitment to the Hispanic Community; he reflected a passion and understanding of the community's needs. The differences between the candidates were few but the philosophies and commitment were significantly different.

Based on the above, the Committee recommended Karim El-Ghazzawy for the position of Chief Legal Officer.

Attachments: Attached to this report are the resumes of the four individuals who were interviewed. Also attached is the Job Announcement and Job Description.

Respectfully Submitted,



Martin A. Diaz,
Chief Legal Officer
On behalf of the Hiring Committee

POSITION ANNOUNCEMENT

CHIEF LEGAL OFFICER/EXECUTIVE DIRECTOR

Centro Legal, Inc., a non-profit, private legal service provider, organized to serve the needs of the low-income and Hispanic communities of the Twin Cities, seeks a motivated, experienced attorney to direct the agency.

Centro Legal provides civil legal services in the following areas of law: Immigration, Family (emphasis on domestic abuse), Employment, Housing and Consumer. It has offices in St. Paul and Minneapolis and is supported by the United Ways, private foundations, government contracts and major corporations.

The position requires the ability to aggressively fundraise in a strong, philanthropic community; manage a sizeable caseload, supervise attorneys and staff; manage the finances of the organization; and develop budgets and reports.

Centro Legal seeks an attorney with at least 3 years experience, preferably in the Immigration and Family Law areas; eligible to practice law in Minnesota; committed to legal services for Hispanics and low-income clients; bilingual Spanish/English; possessing strong communication skills; and preferably with managerial experience.

Salary: \$27-32,000. Position includes health benefits for entire family; disability and life insurance; liberal leave policy.

Applicants should submit letter, resume, writing sample and list of references to:

Martin A. Diaz
Chief Legal Officer
Centro Legal, Inc.
2929 4th Ave. So.
Minneapolis, MN 55408

Deadline: January 31, 1989. Expected to begin no later than April 1, 1989.

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

JOB DESCRIPTION

Position: Chief Legal Officer

Responsibilities:

1. Carry sizeable caseload, ranging between 50-80 cases, depending on the type of case.
2. Supervise the work of two attorneys, paralegal (directly) and support staff. The agency has two offices, in St. Paul and Minneapolis, and the individual must travel between them at least once per week. Hold staff meetings, keep staff informed on issues of interest, evaluate staff on an annual basis, and maintain personnel records.
3. Develop strategy and plan for fundraising. Fundraise at various levels and with various sources, including United Ways, Bar Associations, Corporations, Foundations, Government Agencies and Judicial Agencies. This includes reviewing guidelines, preparing proposals, hosting site visits, meeting with funders and preparing reports.
4. Administer a \$220,000 budget, with responsibility to develop budgets, cost centers, staffing patterns and income/expense analysis.
5. Work with bookkeeper and auditor in assuring accurate financial records. Maintain financial records and verify expenses. Accumulate monthly records for bookkeeper.
6. Administer internal financial controls, including preparation of payroll, accounts payable, ledgers and bank deposits. Oversee client trust accounts and attorney's fee billings.
7. Prepare reimbursement billings for agreement with sublessee.
8. Prepare reports for Board and Committee Meetings. Arrange Board and Committee meetings, prepare Board Packets for each meeting, take notes at Board and Committee meetings, orally report to Board and prepare Board and Committee minutes.
9. Act as liason to the community. Attend meetings with community leaders; sit on associations, attend meetings arranged by funders and conduct seminars on legal issues.
10. Develop systems and programs for efficient office management and recordkeeping.

Accountability: To Board of Directors.

Qualifications:

- * Practiced law for three (3) years (preferably in Immigration/Family Law areas).
- * Eligible to Practice Law in the State of Minnesota.
- * Committed to legal services for Hispanics and low-income communities.
- * Bilingual (Spanish/English).
- * Possessing strong communication skills.
- * Preferably with managerial experience.

Salary/Benefits:

- * Salary ranges from \$27,000 to \$32,000, depending on experience.
- * Benefits include Health Insurance (with preventative dental plan) for employee and his/her dependents.
- * Group Life and Disability Insurance.
- * Liberal leave, including vacation, sick leave and compensatory time.

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

CONFIDENTIAL
MILENIA I. SOTO

693 South Ogden Street
Denver, Colorado 80209

PROFESSIONAL LICENSE

Admitted to practice in Colorado, May of 1983.

LEGAL EDUCATION

Antioch School of Law, Washington, D.C.
Juris Doctor Degree

LEGAL CLINICAL EXPERIENCE

Private Law Division--General Practice
Clinical caseload included: contracts, property and personal injury cases.

Private Law Division--Family Law
Work included: drafting of pleadings, file management, fact investigation, client interviewing and filing of documents at the D.C. Superior Court.

Criminal Law Division--Adult Misdemeanor
Work involved client interviewing at the District of Columbia jail, investigation, informal discovery, plea bargaining and extensive research for motions.

Public Law Division--Immigration Clinics
Legal Intern--assignments included interviewing clients for hearing preparation, translating and interpreting Spanish; research and analysis of immigration problems: naturalization, permanent residency, labor certification, deportation, political asylum and student visas.

INTERNSHIP

U.S. Attorney's Office, Washington, D.C.
Law Clerk, duties included: research, answering motions and interviewing witnesses.

EMPLOYMENT

Law Office of Robert G. Heiserman

Associate Attorney

Concentrating on Immigration, Nationality, Citizenship and Naturalization Law includes: writing of administrative appeal briefs to the Department of Labor(DOL); motions and memorandum to the Immigration and Naturalization Service(INS) and INS Judge; letters to clients. Arguing political asylum and deportation cases before INS Judge. Representing clients before INS and DOL. Supervising two secretaries, two paralegals, one law clerk and an associate attorney.

October 1985 to Present

Law Office of George S. Carter

Law Clerk, Associate Attorney

Emphasizing practice of Immigration Law included: writing of administrative appeal briefs to INS and DOL; briefs to federal district court and 10th Circuit Court of Appeals. Argued political asylum, suspension of deportation and deportation cases before INS Judge. Represented clients before INS adjudicators in permanent resident adjustment interviews and naturalization interviews. Supervised one secretary and one paralegal.

Law Clerk October 1981 to May 1983

Associate Attorney May 1983 to October 1985

Department of Justice, Paralegal Training Program

Legal Research Program Coordinator and Instructor

Duties included: individual instruction and lectures.

Fall 1979, Winter 1980

Office of the General Counsel, Balboa, Canal Zone

Drafted pleadings, researched, compiled and presented

weekly legislative report to the Governor of the Canal Zone.

Law Clerk, Summer 1979

U.S. House of Representatives

Wrote, drafted and answered constituent mail including

Spanish, analyzed and summarized articles.

Congressional Intern, Spring 1976

CONFERENCE

Seminars for community and professional organizations on legalization under the Immigration Reform and Control Act of 1986 and related topics. Continuing Legal Education Seminar, June 1987; La Alianza Community Group, May 1987; Mountain States Employers Association, December 1986.

PUBLIC SERVICE

Three Spanish radio interviews concerning the Immigration Reform and Control Act of 1986.

KARIM G. EL-GHAZZAWY

2219 Milwaukee Mall
Minneapolis, MN 55404
H: (612) 722-5422
W: (612) 827-3774

EDUCATION: J.D., University of Minnesota Law School - May 1986.
B.A., Washington University in St. Louis, MO - May 1982.
Double major in History and Spanish.

EXPERIENCE: Attorney, Legal Aid Society of Minneapolis, Inc., Southside Office.
Duties include representation of low income clients in the areas of housing, government benefits, and juvenile law. Extensive courtroom (including jury trial experience); complex federal appellate litigation; supervision of paralegals; community outreach and education. November 1986 - present.

Legal Intern, Citizen Protection Unit, Office of the Hennepin County Attorney, 15 hours/week. Duties included screening incoming calls from the public to determine the existence of criminal activity, especially consumer fraud; identifying legal issues and referring callers to appropriate agencies. December 1984 - May 1985 and September 1985 - July 1986.

Third World Caucus (TWC) Instructor, TWC represents the interests of minority law students attending the University of Minnesota Law School. September 1984 - April 1986.

Mansfield Fellow: Law Clerk, Legal Assistance Foundation of Chicago. Duties included interviewing clients, legal research and memoranda writing, drafting pleadings, and representing clients during administrative hearings. June 1985 - August 1985.

Admitted to practice in the: State Courts of Minnesota; United States District Court for the District of Minnesota; United States Court of Appeals for the Eighth Circuit.

Certified on LEXIS and WESTLAW.

LANGUAGES: Spanish; perfectly bilingual (reading, writing, speaking, interpreting, and translating).

REFERENCES: Stephen D. Swanson
Administrative Law Judge
Minnesota Office of Administrative Hearings
Flour Exchange Building, Fifth Floor
310 Fourth Avenue South
Minneapolis, Minnesota 55415
(612) 341-7604

JUDITH A. MARTY
5900 Dupont Avenue South
Minneapolis, Mn 55419

H (612) 869-5811
W (612) 333-4592

OBJECTIVE Employment in a legal services organization serving
the Spanish-speaking community.

EDUCATION

Oct. 1986 Mediation Certificate (40 hrs.), Erickson
Mediation Institute, Minneapolis, Mn
June 1982 Juris Doctor, William Mitchell College of
Law, St. Paul, Minnesota
Lobbyist intern: Minnesota Federation of Teachers

Continuing legal education credits in criminal,
family, civil rights, juvenile law, government
benefits, representation of the hearing impaired.

June 1977 Bachelor of Arts with Distinction, University of
Minnesota, Morris; Majors: sociology, Spanish

LICENSES

Admitted to Minnesota Bar-October 1982
Admitted to Federal Bar-April 1983

FOREIGN
LANGUAGES

Spanish and German
Studied in Cuernavaca, Mexico, summer of 1974
Travel to Mexico and Central America, 1987, 1988, 1989.

EXPERIENCE

MEDIATOR

Nov. 1986 to Marty Mediation, family & divorce mediation,
present conduct divorce seminars, Minneapolis, Mn;
Ramsey County Mediation Project: divorce;
1984-87 Minnesota Human Rights Dept.: employment;
1982-84 Mediation Center: community mediation.

ATTORNEY

Ap 1986 to General practice of law: family law, civil
present rights, employment law, Minneapolis, Mn

Dec. 1985 Zohlmann & Uphus, Associates, Minneapolis,
April, 1986 Minnesota, civil and criminal law.

Sept. 1984- Western Minnesota Legal Services, Marshall,
Nov. 1985 Minnesota, family law, social security disability,
welfare, housing, consumer, farm law.

Jan. 1983- Private practice of law: family law, wills &
Oct. 1984 estates, real estate; Plymouth, Minnesota
Contracted with Virginia K. Ekola, Esq.,
Minneapolis, Minnesota

JUVENILE CORRECTIONS WORKER

Oct. 1977- Hennepin County Home School, Minnetonka,
Oct. 1984 Minnesota, developed and directed comprehensive
inpatient program for the assessment and treatment
of male and female adolescent offenders and their
families.
Provided family, group, and individual counseling,
chemical dependency and sexual abuse counseling.

STUDENT DIRECTOR

Aug. 1981- William Mitchell College of Law, St. Paul,
May 1982 Minnesota, Civil Litigation Clinic, supervised and
evaluated law students representing clients in
poverty law.

FINANCIAL PLANNER

May 1988- Prudential Financial Services, S. St. Paul, MN
present Marketing and sales of insurance and
securities products.

BILINGUAL OUTREACH WORKER

May 1976- Minnesota Migrant Council, Breckenridge,
Aug 1976 Minnesota, advocated employment, housing, health care,
education, welfare, and relocation matters for
migrant workers in the Red River Valley.

INTERPRETOR/INTERN

May 1975- Wilkin County Family Service, Breckenridge,
Sept. 1975 Minnesota, Social work intern and interpretor
for the foodstamp program for migrant workers.

COORDINATOR

1974-75 Researched and developed rape counseling services
at the University of Minnesota, Morris.
Interviewed community leaders, organized 1-day seminar,
and created counseling service for rape victims.

ORGANIZATIONS

American Bar Association-family law section
Minnesota State Bar Association
Hennepin Co. Bar Association-Juvenile Defense Panel
The Honor Society of Phi Kappa Phi
Minnesota Women Lawyer's, Inc.
Childnet
Southwest Women's Shelter-1984-85 board member
N. O. W. / Women's Consortium
Legal Advice Clinic
Chrysalis volunteer
The Academy of Family Mediators
Minnesota Council of Family Mediators
Minnesota Justice Foundation

References provided upon request2

LAWRENCE W. PRY

PERSONAL DATA

Address 2525 N.E. 15th Avenue, #4
Portland, OR 97212
Telephone (H) (503) 288-0146 (W) (503) 224-4094

RELEVANT LEGAL EXPERIENCE

July 1987-present Staff Attorney, Multnomah County Legal Aid Service, Inc., 900 Board of Trade Building, 310 S.W. Fourth Ave., Portland, OR 97204. Administrative Law Unit; government benefits, unemployment compensation; administrative law, state and federal court litigation and appellate practice; community legal education

Jan. 1987-June 1987 Staff Attorney, Legal Aid Society of Minneapolis, Inc., 222 Grain Exchange, 323 Fourth Ave. S., Minneapolis, MN 55415. Government Benefits Unit; government benefits, unemployment compensation, Social Security, community social services; administrative law, state and federal court litigation and appellate practice; community legal education.

Aug. 1982-Dec. 1986 Staff Attorney, Legal Aid Society of Minneapolis, Inc., Northside Office, 2507 Fremont Ave. N., Minneapolis, MN 55411. General poverty law practice; housing, government benefits, unemployment compensation, Social Security, consumer, public utilities; administrative law, state and federal court litigation and appellate practice; community legal education.

Oct. 1980-Mar. 1982 Law Clerk/Student Attorney, University Student Legal Services, University of Minnesota, Minneapolis, MN 55487. Part time. Legal research, drafting, investigation; under supervision, represented clients in family court in default actions for dissolution of marriage.

Summer 1980 Volunteer, Minnesota Civil Liberties Union, Minneapolis, MN. Legal research.

EDUCATION

Law School University of Minnesota, Minneapolis, MN
J.D., cum laude, 1982
Activities: Legal Assistance to Minnesota Prisoners Clinic, Misdemeanor Defense Clinic, "Street Law" program, moot court alternate, intramural sports

LAWRENCE W. PRY (page 2)

Undergraduate
Macalester College, St. Paul, MN
B.A., summa cum laude, 1978
Major: History Minor: Spanish language and
literature
Honors: Phi Beta Kappa, Phi Alpha Theta
Activities: Soccer (varsity capt.), track, intra-
mural sports, History Dept. council, Festival
Chorale, Mac Weekly, study abroad, work study

High School Kenwood High School, Chicago, IL, 1974

PROFESSIONAL LICENSES

State of Oregon (#88093)
State of Minnesota (#144,514, non-resident)
United States District Court, District of Minnesota
United States Court of Appeals for the Eighth Circuit

BAR AND COMMUNITY ACTIVITIES

Oregon State Bar
Multnomah County (OR) Bar Association
National Lawyers Guild (Portland chapter); litigation
projects volunteer (1987-)
Multnomah County Welfare Advisory Board (1987-) (four
year term expires 1991)
Multnomah Legal Services Workers Union
* Vice-President (1988-)
* Administrative Law Unit Steward (1987-88)
Oregon Human Rights Coalition
* Steering Committee (1988-)
* Presenter, self-advocacy workshops (1989-)
Volunteer editorial assistant, Oregon Historical Quarterly
Oregon Historical Society (1988-)
Minnesota Bar Association (1982-87)
Hennepin County (MN) Bar Association (1982-87)
* Landlord-Tenant Committee
* CLE lecturer in landlord-tenant law and unlawful
detainer practice and procedure
Board of Directors, Fremont Community Health Services,
Inc., Mpls., MN (1984-87) (non-profit community clinic)
Board of Directors, The HANDS Program of Minneapolis,
Inc., (1984-87) (non-profit neighborhood-based mediation
program)

OTHER INTERESTS

Distance running, photography, amateur soccer, x-c skiing,
wilderness camping, music

REFERENCES

Available upon request