

**MINUTES OF THE BOARD OF DIRECTORS
1995 THLA RETREAT**

The annual THLA retreat took place on Sunday, November 19, 1995, at 9:00 a.m. at the offices of Post, Kirby, Noonan, and Sweat. The following Board Members attended: Jim Cohen; Kathy Gilbert; Bill Hargreaves; Gary Holt; David Rubin; Sue Ryan; M.E. Stephens; Bridget Wilson; and Co-chairs, Paula Rosenstein and Al Garcia. Also in attendance were David Watson and Larry McGill, Editor of the THLA Newsletter.

The first item of business was a motion to co-sponsor the "task force on diversity" with the San Diego County Bar Association and other specialty bar associations. The motion passed, with Jim Cohen abstaining.

A motion to co-sponsor the YWCA Women's Speaker Series was passed unanimously .

The Board then moved into discussing various topics.

1. FUND RAISING

Virtually all members agreed that a significant aspect of fund raising would be taken care of once THLA receives its MCLE provider number and we can charge for presentations which carry MCLE credit.

There was a discussion concerning increasing attendance at the annual banquet and the possibility of increasing the price. No specific ideas were adopted with respect to the banquet. It was agreed, however, that Gary Holt would set out an annual budget, including a banquet budget, from which we can then work.

2. MEMBERSHIP

There was a general discussion regarding the need to increase participation in THLA which most members of the Board felt could be effectively handled through the newsletter. Additional ideas for future discussions included the following:

- (a) A membership application inquiry regarding specific interests of the applicant;
- (b) Increase committee participation;
- (c) Develop means of increasing attendance at general

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meetings;

- (d) Increasing social programs or combine social programs with general meetings; and,
- (e) Develop theater/concert events.

Members also talked about the necessity of creating a master calendar for THLA activities. It was suggested that a membership roster be created and that annual notices be sent to all members reminding them of the necessity to renew membership.

It was also noted that there was an increased need to develop outreach programs for women.

There was a general discussion of whether or not we should encourage members who advertise in The Press to note their affiliation with THLA.

There was a discussion of the need to create a new directory of members and segregate lawyers from other members in the directory so that it can be used as a legal reference.

3. COMMITTEES

The Chairs indicated a need for committees to meet more regularly. It was noted that many committees do not meet at all.

There was a general discussion regarding the focus of the Judicial Appointments Committee and whether or not the committee should function given the current political administration. There was also a discussion of whether or not we should endorse any judicial candidates.

There was also a discussion regarding the legal clinic which Claudette Colby, a paralegal, is developing with the Center. It was agreed that THLA will provide an avenue for the legal clinic to have access to attorneys once the clinic is established. Several members expressed concerns regarding liability. M.E. proposed the establishment of a fund which would be used for the purpose of hiring a staff attorney for the Center.

There was general discussion regarding the need for additional outreach and suggestions, such as an article on the THLA organization for the Gay Press or the Transcript. There was also a discussion about increasing our presence and participation in the Gay Pride Parade.

A spirited discussion regarding the role of THLA at the Republican Convention occurred, particularly with respect to what we, as a legal group, should or should not do/say with respect to particular political issues. There appears to be significant philosophical differences among members relating to these types of issues and the involvement of THLA as a group.

Dave Watson discussed the San Diego County Bar Association's survey on bias results and what, if anything, we want to do further. There was some discussion on the lack of any particular value of the data without professional analysis. Dave Watson will continue to investigate whether or not we wish to do anything further regarding the results.

4. SOCIAL

The Chair indicated that ideas for future speakers and programs should be submitted to Jim or David.

Jim will investigate a possible joint event with Los Angeles or Orange County (social event) which could possibly occur in Laguna.

Other members suggested the possibility of joining with the physicians group, psychologist group, or business group for a joint social event. Again, the need for planning was highlighted and the use of a master calendar underscored. Jim suggested enlarging the Social Committee so that he does not have to bear the primary burden of arranging these events, which are extremely time-consuming.

Bridget discussed her attendance at the State Bar Convention and what other gay/lesbian organizations are doing within the State Bar. Apparently there is a computer on-line program for communicating and a discussion occurred regarding the need to develop communications in the areas of judicial evaluations, as well as other common interests and exchange of information.

5. LOOKING INWARD

The retreat ended with a look at where we have been, where we are, and where we want to go. Members discussed the need to limit the emphasis on what we do so we do things well. We then discussed what are our essential functions and purposes, and what benefits can we provide for members, e.g. education, social, business development.

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Members agreed on the need to re-focus and streamline our efforts to make the work we already do more effective. It was agreed there would be greater coordination between social and education program activities. It was also agreed that there was a need to develop a specific Banquet Committee to do the work which the Social Chair (Jim) now has responsibility for.

There was further discussion regarding the idea of increasing banquet income for the specific purpose of providing money to donate to the Center for the hiring of a staff attorney for the legal clinic.

Again, the idea of involving more members in the over-all activities of the Association was discussed and further ideas to encourage membership participation were put forth.


Looking toward the future, Dave Watson reminded us that we are a part of the San Diego legal community and are making inroads there. M.E. discussed the need for a more conservative approach, as well as the need to promote our visibility, i.e., get our name out.

Insofar as future goals, ideas included, (a) raising additional money so we have the ability to provide for scholarships, legal clinic, etc.; (b) increase membership; (c) continue to promote visibility of THLA and individual members within the organization; and, (d) possibly promote state-wide conferences, perhaps via participation with a national conference or hosting the N.L.G.L.A.

Respectfully submitted,

DATED:

12/4/95



J. WILLIAM HARGREAVES
Recording Secretary