



2011 / 2012

A HELPING HAND

Bell Gully's pro bono
and community
programme

BELL GULLY

From the Chairman

Welcome to the third issue of *A Helping Hand*, our annual publication highlighting Bell Gully's pro bono and community activities.

"We've now entered the fourth year of our pro bono and community programme, and it's evident that formalising our efforts has resulted in impressive growth in the programme over a relatively short period of time. The assistance we have been able to provide to our local communities is a real source of pride for the firm.

We're nurturing long-term relationships, confident in the knowledge that when we do pro bono work, it's going to the most useful and deserving places.

In addition to our annual pro bono budget of \$1 million fee equivalent, Bell Gully has committed a further \$200,000 in cash and \$200,000 in pro bono legal services towards re-building Christchurch. Some of the work we've been doing with the Christchurch Earthquake Appeal Trust is highlighted in this publication.

A good proportion of the benefits of our pro bono work is shared by three local community law centres. Through close relationships with these centres, we have been able to support community members that we might otherwise not have been able to assist. In addition, we facilitated the establishment of a new national body for all 26 of New Zealand's community law centres.

Having implemented and streamlined the legal work aspects of our pro bono programme, last year we extended our programme to include participation by non-lawyers, with some great results, as you'll see.

I hope you enjoy reading about our pro bono and community efforts, and welcome any inspiration you may have for how Bell Gully might further assist our local communities."

Roger Partridge
Bell Gully Chairman



Pro bono at Bell Gully

Impressed with the pro bono programmes of many Australian and UK firms, Bell Gully was inspired to lead by example in New Zealand. In 2009, we established a formal programme to ensure that our pro bono commitment was focused, organised, and measurable.

Our policy provides structure and processes around how we source, manage and promote pro bono work, with specific criteria for acceptance of pro bono matters aimed at ensuring the programme reaches those who need it most.

A committee of six partners and three senior associates oversees the programme, which is managed by senior associate Rachel Gowing.

Every partner and member of staff is encouraged to get involved in pro bono work, with full fee credit given to all legal staff for at least 25 hours of pro bono work each year. The reality is that many receive fee credit for significantly more pro bono time.

“Being in a position to manage a programme where the focus is giving back to the community is hugely rewarding and a real privilege. There are so many worthy organisations out there, and having a formal pro bono programme allows us to reach more of them, and to do so more effectively.

The programme provides a chance for our lawyers to do some real ‘feel good’ work, experiencing aspects of the law they wouldn’t otherwise be exposed to. Feedback has been really positive, with lawyers finding pro bono work personally and professionally motivating.

We are very lucky to be in a position to be able to give something back to the community. On top of benefiting those in need, pro bono and community work benefits us too, as we feel good for doing the right thing.”

Rachel Gowing
Pro Bono Programme Manager



We have continued to grow our relationships with the Grey Lynn Neighbourhood Law Office, the Waitakere Community Law Service and the Wellington Community Law Centre.

Find out how we've worked with them this year, and what some of those involved had to say about the partnership.

New national body

We have continued to play a significant role supporting all of New Zealand's community law centres (CLCs) on a collective basis. After successfully leading a collective funding negotiation in 2010, the focus in 2011 was to facilitate the establishment of a new national body for all 26 CLCs: Community Law Centres of Aotearoa Incorporated (CLCA).

Work began at the end of 2010, and our team has recorded more than 380 hours of pro bono time on setting up CLCA, including advising on its structure and constitution. There were considerable challenges. Any national body that was created to represent all CLCs in New Zealand required consensus from all 26 CLCs over both its role, and its structure.

The process included comprehensive consultation to capture the consensus view, and culminated in our team leading a national hui at which the CLCs voted for the creation of CLCA, and elected its inaugural board.

We continue to support CLCA, most recently registering it as an incorporated society and a charitable entity.

For more information about CLCA, go to:
www.communitylaw.org.nz.

How we get involved

Secondments

We provide a secondeed lawyer to the Grey Lynn Neighbourhood Law Office (GLNLO), the Waitakere Community Law Service (WCLS) and the Wellington Community Law Centre (WCLC) for one day each week.

Evening clinics

Bell Gully lawyers are regular contributors to the GLNLO's Thursday evening clinics.

Mentoring

Senior Bell Gully lawyers partner with GLNLO lawyers to provide ongoing mentoring and advice about the issues that arise in legal practice.

Legal skills training

Lawyers from the community law centres we support are invited to participate in Bell Gully's in-house training sessions, presented by various Bell Gully partners, senior associates and staff.

Information services

We offer legal research assistance to the three community law centres we support, including providing cases and other resources on request.

Referrals

We take referrals of matters that fall outside the expertise or capacity of the community law centres, which are a great interface between us and those in need of access to justice because they work as a filter, determining who merits advice.

Widening our involvement

A special focus for 2011 was to involve more non-lawyers in the pro bono programme.

Here are some of our successes:

Information Technology

Our IT team built a website for the WCLC. Check it out at www.wclc.org.nz.

We are using this as a template to build a website for the GLNLO this year.

Information Services

We are working with the WCLC library on cost and space saving, and moving to online resources.

Secretaries

We have started working with both the GLNLO and the WCLC on collating and streamlining their precedents and processes around producing them.

“The service is a really positive force in the West Auckland community, providing advocacy and assistance for people who, without that service, would largely be powerless to improve the immensely pressing problems they are dealing with. The advice I was able to give to clients, whether strictly legal or more general and pragmatic, made a real difference in their lives. All in all, it is a paradigm of how the legal profession can have a hugely positive role in the wider community.”

Richard Flanagan, Bell Gully Solicitor, on his experience at the Waitakere Community Law Service

“You are generally helping people that can't help themselves, and that is what being a lawyer is all about.”

Tom Clark, Bell Gully Solicitor, on his experience at the Wellington Community Law Centre

“The calibre and professionalism of the Bell Gully lawyers has certainly strengthened our organisation. We have been extremely fortunate that the pro bono programme attracts lawyers who come with a willingness to learn, empathy for our clients, and possess the qualities and values which align with our team, and organisation.”

Paula Bold-Wilson, Manager, Waitakere Community Law Service

“Having a Bell Gully lawyer working with us on Mondays gives us a head-start to every week and increases our capacity to meet unmet legal need. The secondees are great lawyers — of course — but we have also been impressed with their flexibility. They have been willing to tackle areas of the law which are new to them, as well as to bring their expertise to matters that are more like their daily work.”

Hannah Northover, Community Lawyer, Wellington Community Law Centre

“Community Law Centres sincerely thank Bell Gully for their support and their wider commitment to providing pro bono service to many worthy causes.

Bell Gully's support has ensured we achieved our desired outcomes within tight timeframes. Their expert guidance and dedication has ensured that this national body has a strong platform from which to deliver its work programme.”

Excerpt from an advertisement the Community Law Centres placed in *LawTalk* recognising Bell Gully's contribution towards the establishment of Community Law Centres o Aotearoa Incorporated

“You get an insight into how a lawyer's role can vary so dramatically depending on the client's needs. The law was generally straightforward, but the high emotions attached to the issues necessitated empathy and an ability to explain legal terms in a clear, non-legalistic way.”

Ellie Taffs, Bell Gully Solicitor, on her experience at the Wellington Community Law Centre

The programme at work

As part of our mentoring programme with the Grey Lynn Neighbourhood Law Office (GLNLO), Bell Gully Partner Tim Clarke has been working with mentee Nid Satjipanon, Staff Solicitor at the GLNLO.

Nid provides his perspective on the mentor/mentee experience.

Learning and developing

Working with Tim has helped me develop and understand what a good career plan for me would be. It's enabled me to focus, develop myself, gain interpersonal skills and establish a network.

Help on hand in tricky situations

In every workplace, you come across certain issues that can be challenging to address on your own. As well as being a great confidante, Tim provided me with sound guidance on how to deal with them whilst maintaining my professionalism, and without trying to give me the answer. Without a mentor, the issues would have bothered me more than they needed to.

More than a mentor

One of the best things about having Tim as my mentor is that we've formed a good relationship, on both a professional and a personal level.

It takes two

The Bell Gully mentoring programme has been a great opportunity for somebody with a wealth of experience, like Tim, to guide me in the right direction in order to get closer to my professional ambitions. He has also been a source of support along the way.

The programme is a two-way street. It is not simply a mentee expecting a mentor to solve all the problems. To get the most out of the programme the mentee should be prepared to be proactive in setting the agenda, initiating meetings and identifying topics for discussion before the meeting.

Serving the community

The GLNLO aims to provide access to justice to those with insufficient means in Auckland city for a range of civil and criminal matters. As a community lawyer I need to be able to help a wide range of people with varying issues.

Having Tim as a mentor has helped me to better utilise the resources I have available to me, and also equipped me personally to handle the variety of issues that flow from the nature of our work.



“Acting as Nid’s mentor has been a rewarding experience. Nid has been fantastic at taking ownership and driving the relationship. He has been very proactive in identifying learning opportunities and career goals, and I have derived a lot of personal satisfaction in giving guidance and support to him. Overall, it has been very encouraging to see Nid’s progress over the last year.

Bell Gully Partner Tim Clarke on mentoring Nid (pictured)

Rebuilding Christchurch

Last year we pledged \$200,000 in cash and \$200,000 in pro bono legal services to help with rebuilding Christchurch.

Since then Bell Gully has been assisting the Christchurch Earthquake Appeal Trust with the implementation and negotiation of a number of funding arrangements for significant post-earthquake projects.

To date, Bell Gully has assisted in establishing funding arrangements for the following projects:

- The ReStart the Heart initiative, which involved the construction of a shipping container shopping area in the Cashel Mall precinct.
- The construction of temporary premises for the Court Theatre in Addington.
- The development of a Business Hub in Addington, for business and community organisations displaced by the earthquakes.
- Repairs to College Hall and the Clock Tower Buildings at the Christchurch Arts Centre.
- The construction of the Christchurch Stadium (a temporary rugby stadium at the grounds formerly known as Rugby League Park in Addington).

The funds available for these projects totals approximately \$35 million.

The legal issues arising out of these funding arrangements have been somewhat unusual due to the unique set of circumstances created by the earthquake.

"This work has provided a real insight into some of the issues facing Christchurch going forward, and the emotional toll that the earthquakes have taken. Overall, it is an interesting and immensely satisfying matter to be involved in."

Kerry Beaumont, Bell Gully Senior Associate, on negotiating funding arrangements for Christchurch



Photo courtesy of Mark Lincoln, www.nzraw.co.nz



Bell Gully's Hayley Miller shares her passion for lending a helping hand.

Hayley Miller is a busy woman. She works full time as a senior associate in the demanding corporate department and is mother to two young girls.

She has worked at Bell Gully for over 10 years and spent three years at London firm Ashurst.

But she still finds time to give something back.

Her community commitments include being a member of the Waitakere Community Law Service governance team and an executive member on the Auckland Women Lawyers' Association. These roles involve regular meetings, and in the case of Waitakere, a lot of work on strategic and long term planning as well as assistance on more day-to-day matters when internal issues arise.

Then there is her work for pro bono clients at Bell Gully. Some of her clients include Parents Inc., The New Zealand Breast Cancer Foundation and Business in the Community.

So what drives Hayley's community spirit?

"The law is at the heart of what I do every day. And this is the obvious starting place of where I can make a difference in the community.

Assisting these organisations as we do means they can spend the money they are able to get from other sources on actually helping people rather than paying lawyers' fees. By supporting these organisations, we are able to help make a difference to people's lives.

At the same time I get a lot out of it too. My community and pro bono work means I get to do something a little different to my corporate role and that means I gain a different perspective. It gives my professional life a bit of balance and it feels good to be giving back.

I am grateful that the firm recognises the importance of the pro bono programme and encourages us to get involved. My executive role with the Waitakere Community Law Service ties in well with the firm's existing relationship with them through the programme."



As our programme grows, it gives us the opportunity to work with new clients on a pro bono basis, as well as continuing to support our long-standing pro bono clients.

Here is a highlight of how we are working with just a few of them.

Salvation Army

The Salvation Army was founded in the East End of London in 1865, and has had a New Zealand presence since 1883, when two Salvation Army Officers established the New Zealand arm. Today, their services extend far beyond the food banks and family stores they are often known for, to include drug and alcohol addiction programmes, as well as welfare and support services for those in the community who need assistance to get their lives back on track for any number of reasons.

In recent times, over and above their ongoing work in the community to care for people in need, The Salvation Army has had a significant presence in Canterbury, supporting those affected by the earthquakes of 2010 and 2011.

2012 sees the celebration of 125 years of Bell Gully support for The Salvation Army, that embraces a number of elements including discounted legal advice, sponsorship support and annual donations to support them at Christmas, when their services are often under extreme pressure.

ChildFund New Zealand

ChildFund New Zealand is an aid organisation dedicated to working with children, families and their communities to help them break free from poverty, regardless of their religion, gender or national origin or creed.

A new pro bono client last year, we have assisted ChildFund New Zealand with four matters on a pro bono basis.

"ChildFund New Zealand truly appreciated the insight and expertise the Bell Gully team provided. It was great to be able to draw on their support, and their team took time to understand our unique perspectives and needs as a non-profit organisation."

Paul Brown, Chief Executive Officer
ChildFund New Zealand



New Zealand Red Cross

New Zealand Red Cross is part of the largest humanitarian organisation in the world. In New Zealand, community volunteers help over 24,000 people each week through a variety of community programmes.

Last year, we were privileged to add New Zealand Red Cross to our list of pro bono clients, and have already logged over 100 hours of pro bono work for this very worthy client.

We have advised New Zealand Red Cross on a number of contracts, some of which are aimed at ensuring quality training and support for its local volunteers in New Zealand and its New Zealand volunteers on placements overseas.

We have also provided New Zealand Red Cross with assistance on issues associated with compliance with its international Red Cross obligations.

It is a privilege to use our experience and skills to help them efficiently and effectively navigate the legal issues they are facing, which in turn enables them to concentrate on those parts of the business that really make a difference to those in need.

“The Red Cross is one of the most well known and distinguished humanitarian organisations in the world, and it is exciting and an honour to work with them.”

Bell Gully Senior Associate Kate Redgewell on her experience working with the New Zealand Red Cross



Pro bono in numbers

Check out how we made the pro bono programme work in 2011.

45 charitable  organisations and individuals assisted

More than **\$ 990,000** fee equivalent spend

Over **\$460,000** contributed towards community law centres

3778 'billable'  hours recorded

99 matters worked on

\$200k cash donation and an additional **\$200k** fee equivalent allocated for work associated with Christchurch re-development

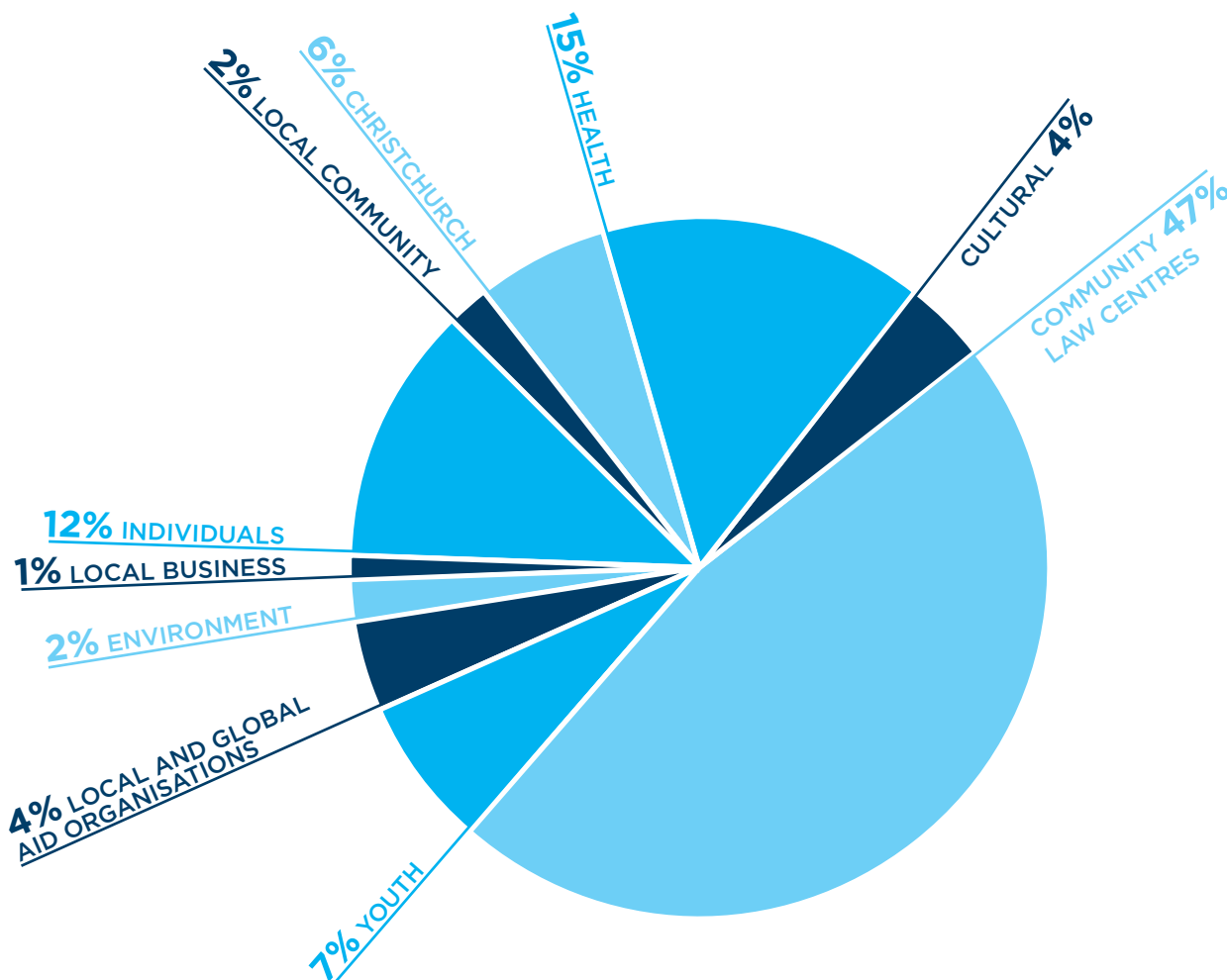
122 Bell Gully people contributed their time 

47% of partners involved

At least **25** hours per year fee credit available to staff for pro bono work

One consideration that we take into account when assessing pro bono applications is the community sector that will benefit from our efforts.

We're proud of the diverse nature of our programme represented below.



Bell Gully works with organisations that find meaningful ways to support the wellbeing of our communities.

Our assistance for community initiatives comes in the form of donations, fundraising efforts and by volunteering our time and skills to provide practical and appropriate help.

The following is a highlight of just some of these initiatives.

First Foundation

First Foundation provides support to students from low decile schools by setting up multi-party mentoring relationships between students, schools, and businesses. The aim is to remove some of the barriers that New Zealand's most talented students face. Bell Gully's relationship with First Foundation has been strengthened recently, with the Wellington office welcoming new scholar, Alysha Franklin, last year.

Alysha is a year 13 student at Naenae College who aims to study Law at Wellington's Victoria University. Throughout the four year relationship with Bell Gully, Alysha will be provided with paid work experience, a financial scholarship to help pay for her university fees, and a personal mentor arranged through First Foundation.

Bell Gully is proud to work with First Foundation as a productive avenue to give back to the community.

"Previous scholars have offered Bell Gully partners and staff with a really positive experience and now we are looking forward to supporting Alysha to achieve her goals. When we met Alysha we were impressed with her drive, ambition and attitude and feel that she has a wonderful future ahead of her."

Louise Alexander, Bell Gully's Senior HR Advisor in Wellington, and liaison point with First Foundation

"The First Foundation Scholarship is an amazing opportunity. It has set me up with the means of achieving my goals of attending university, and becoming a successful lawyer in the future. Without it, it would take me longer to reach my goal."

Alysha Franklin on being a First Foundation Scholarship recipient



Taita College

Every year, a group of junior lawyers from Bell Gully volunteer their time to provide guidance and advice to a selection of senior Taita College students.

Now in its 12th year, the mentoring programme aims to increase the students' self-confidence and to encourage them to achieve to their full potential. It gives the students a role-model who is interested in them and in their development to talk to, often providing a different perspective on things. Mentors also discuss the wide range of career options and opportunities that are available to the students, and have the privilege of attending Taita College's important functions throughout the year.

The opportunity allows those who volunteer to become better connected with the wider Wellington community. Both mentors and students are able to broaden their horizons, and develop their interpersonal skills and relationships.

Popular with both students and mentors, the 2012 programme has 14 mentors from Bell Gully, and a group of 22 students from Taita. A significant number of both the mentors and the students are back for their second year in the programme, having experienced the benefits first-hand in 2011.

However, the real value of the programme became clear to last year's mentors at the college prize giving, when the students and their families thanked them for the real difference they had made, and for how much they had enjoyed the experience.

As well as helping the students to work towards their own goals, the focus in 2012 is to develop the students' confidence and teamwork skills. The students and mentors are in for a series of mental and physical challenges and team-building activities, in addition to practical advice discussions and general guidance.

"Mentoring the Taita College students has been a great experience. Activities like a high ropes course and a CV writing workshop were well received by the students, and have helped develop confidence and life skills over the course of the year. I think I speak for many of us in the programme when I say that by the end of the year they were not just students, but friends."

Matthew Jenkins, Bell Gully Solicitor, who has returned to Taita as a mentor for a second year



Bell Gully has a long relationship with LBC, which has seen in excess of \$150,000 raised through a variety of activities such as Shave for a Cure, Dine with a Difference and the Golf Marrowthon 100 Hole Challenge.

Leukaemia & Blood Cancer New Zealand (LBC) is a not for profit organisation that works with patients and their families who are diagnosed with blood cancer or a related blood condition. They offer a comprehensive range of services to patients and families, including patient support, research, information, advocacy and research.

As part of its key client programme, Bell Gully undertakes regular online client reviews. To encourage client participation, Bell Gully makes a cash donation to LBC for every review completed.

Last year, Bell Gully Partner Murray Tingey competed in the exclusive 'Squad 7' team, climbing the 51 floors of Auckland's Sky Tower wearing 25kg of full firefighting kit. Murray raised over \$3,500 for the cause, the highest amount raised by an individual.

In addition to the fundraising efforts, Bell Gully includes within its summer clerk programme time spent helping patients with a range of tasks. This annual community leadership initiative includes garden maintenance and general household chores at the homes of LBC patients. Now a staple in the summer clerk programme, 2012 saw 33 students working at the homes of LBC patients across Auckland and Wellington.

"We are so grateful for the fantastic breadth of support that Bell Gully has provided to our organisation over the years. It has been wonderful to work with Bell Gully who understand our purpose and work. We love seeing so many staff members taking part in our key fundraising events and wholeheartedly supporting our work. The summer clerk programme is particularly special as it directly helps the patients and families we work with."

Pru Etcheverry, Chief Executive Officer, Leukaemia & Blood Cancer New Zealand



"The challenge was fantastic, and an eye-opening way to be able to understand and touch the lives of those troubled by illness. It was amazing to see how the simplest of tasks can mean so much in certain circumstances."

Georgie Borowczyk
Summer Clerk



"It was wonderful to be able to make a difference, even a small one, for a family that was struggling to achieve the basics. It was an incredible feeling to help them out, and really put things into perspective. The positivity that the family had and their determination to get through an extraordinarily tough time was testament to their strength. It was inspiring, to say the least."

Delia Cormack
Summer Clerk

"I can't even begin to imagine how tough it must be to be told that your 6 year old son has leukaemia. So to be able to make things easier in whatever small way we could for that little boy and his family was the least we could do."

Tom Simcock
Summer Clerk



"It was a privilege to be involved with LBC. I was astounded at the courage and positivity of the patient we worked with and their family. Such courage left me feeling humbled and grateful for the experience."

Henry Cairns
Summer Clerk



We wish to thank all of our pro bono clients for choosing Bell Gully as their trusted adviser, and allowing us to work alongside them in delivering their vision to help those in need. A selection are named below.

We also wish to thank all those individuals whose names appear on the page opposite. We appreciate you lending your helping hands to ensure our programme delivers valuable results.

Bell Gully Pro Bono Committee

Access Homehealth · Arthritis New Zealand · Asia New Zealand Foundation
Auckland Regional Charity Hospital · Business Mentors · Black Grace Trust
Business in the Community Limited · ChildFund New Zealand
Christchurch Earthquake Appeal Trust · Community Law Centres o Aotearoa
Diabetes NZ Auckland · Dry July Foundation · Environmental Defence Society
Fairtrade Australia and New Zealand · Grey Lynn Neighbourhood Law Office
James Plummer Charitable Trust · Leadership New Zealand Trust
Leukaemia & Blood Cancer New Zealand · Make a Wish Foundation
Mental Health Foundation of New Zealand · New Zealand Red Cross
Northland Community Pre-School · Parents Inc. · Plunket Society
Presbyterian Support Central Inc. · Project Janszoon Trust Company Limited
Project Litefoot Trust · Quiksilver Foundation · Rotorua Island Trust
Tauhara North No 2 Trust · Te Aho o Te Kura Pounamu
The New Zealand Breast Cancer Foundation
The Parkinsonism Society of New Zealand Inc.
The Piha Life Saving Club Trust Fund · The Salvation Army
Waitakere Community Law Service · Wellington Community Law Centre
Wellington Dance Festival · World Child Cancer Foundation



For more information about Bell Gully's
pro bono programme contact:

Rachel Gowing
Pro Bono Programme Manager
rachel.gowing@bellgully.com
DDI 64 9 916 8825

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