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Where:

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When:

August 3-7, 2016

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We look forward to seeing you in DC!

For questions and to register, please visit www.pad.org or contact Emily Baranoski at emily@pad.org or by calling (410) 347-3118.



Article Highlights

Message From the International Justice4
From the Editor5
More Law Grads Find Jobs Through Networking $\boldsymbol{6}$
Interview with Justice Peggy Quince 8–9
First Digital District Conference10
Chapter Highlights14–15

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Message from the International Justice

Let us gather at the Summit. Phi Alpha Delta will be hosting its first ever Leadership Summit in Arlington, VA on July 17–18, 2015. I do not mind the opportunity to escape for a few days from the deep South, stand at the very precipice on the Potomac, and gather my brothers and sisters to confabulate. Other than a few evermindful parishioners at the Methodist church on Sunday, I doubt that Mississippi will notice my brief absence.

We frequently tout the notion that P.A.D. provides opportunities for undergraduates, law students, and young alumni to enhance their leadership and professional skills. It is one of the benefits of membership. The Summit is yet another opportunity for our members to equip themselves with leadership and professional skills for their futures as professionals and community leaders. The Leadership Summit adds to an impressive collection of professional and leadership events already offered by the Fraternity: Mock Trial, P.A.D. Day at the Supreme Court, Convention, Pre-Law Conference, and Pre-Law Leadership Symposia. These also serve as networking opportunities. The Summit is open to all our members, but I especially encourage our pre-law, law, and alumni chapter officers, District Justices, and Assistant District Justices to attend.

The Leadership Summit will be held in conjunction with the International Executive Board's summer meeting. During this face-to-face meeting, the Board will examine issues that touch on the vitality of the Fraternity. We continue to explore ways to improve our existing programs and do so in the face of dramatic declines in law

school applications and enrollment. Despite this decline in enrollment, the law school initiation numbers from this past academic year exceeded those of 2013–14. Not only is the landscape of legal education changing, but so too is the legal profession,



which makes development of professional skills and networking all the more crucial.

The Board also considers ways to expand the P.A.D. brand, while being ever mindful that we do not dilute the P.A.D. brand or deviate from our core mission. Finally, we seek ways to refine our operations and governing structure so that our methods match 21st century realities. The Fraternity has certainly been a place for fun and games, for building camaraderie and fostering friendships, but we are a not-forprofit corporation. Our policies, documents, and governing structure should be worthy of such an endeavor.

I always enjoy a little sightseeing when I visit Washington, DC. On this the 150th anniversary of the end of the Civil War, I thought I might take a stroll down to Ford's Theater. I hear that a great leader was assassinated there. I will go there myself and try to learn the lessons of leadership.

Fraternally,

Stephen T. King,

International Justice, Wythe Chapter



"The end of law is not to abolish or restrain, but to preserve and enlarge freedom. For in all the states of created beings capable of law, where there is no law, there is no freedom."—John Locke

From the Editor

What does it take to become a state Supreme Court Chief Justice? How can you be part of the P.A.D. network? How do you know which career path is best suited for you?

In this issue you'll find insight into the legal profession from the P.A.D. perspective—insight that touches on key success factors, progression, and characteristics that make P.A.D. members successful legal professionals and networkers.

In gathering content for this issue, I found that success in your profession and in Phi Alpha Delta comes from passion and persistence—characteristics that describe a lawyer. As a lawyer, what you do with your education and experiences can impact the world.

In the following pages you'll see exciting updates from your fraternity and hopefully gain inspiration for your career and involvement in P.A.D.



We are excited to announce that Muñoz Chapter of Inter-American University in San Juan, Puerto Rico has begun the process to reactivate their chapter. The chapter has elected a full board of new officers led by Justice Efrain Guadalupe and Vice-Justice Christine Camacho. They have initiated 18 new members in two initiation ceremonies led by District Justice José Valenzuela-Alvarado.

Congratulations to the chapter and all new P.A.D. members—we look forward to Muñoz Chapter's continued success!



Congratulations to the winning team of the 2015 Law School Mock Trial Competition, Mentschikoff Chapter from St. Thomas University School of Law!

We'd also like to congratulate those below who placed in various categories throughout the competition. A huge thank you to all participants, coaches, and volunteer judges for making it another great year!

Team Awards

First Place

Mentschikoff, St. Thomas University

Second Place

McReynolds 1, University of Tennessee

Third Place

Terrell, Florida State University

Fourth Place

Frankfurter 2, Suffolk University

Individual Awards

Outstanding Advocate

First Place: Demi Busatta (Terrell)

Runner Up: Josh Grammel (Frankfurter 1)

Outstanding Witness

First Place: Billy Leonard (Read)

Runner Up: Corey Kirkwood (Terrell)

Outstanding Prosecution

First Place: Corliss Chapter

Runner Up: Frankfurter Chapter 2

Outstanding Defense

First Place: Mentschikoff Chapter Runner Up: Russell Chapter

More Law Grads Find Jobs Through Networking and SelfInitiated Contact

By Laira Martin (National Jurist)

No job yet? You are not alone—more law graduates are finding jobs on their own, instead of through traditional fall on-campus interviews. In fact, fall on-campus interviewing accounted for only 14.7 percent of all jobs obtained, one of the lowest figures since NALP [The National Association for Law Placement, an association comprised of legal career professionals who advise law students, lawyers, law offices, and law schools] started tracking the figure 20 years ago. Why the dip?

"The short, simple answer is Big Law is hiring fewer summer associates," NALP's Executive Director James Leipold said.

Instead, most 2013 graduates obtained jobs through referrals, 19.5 percent, or self-initiated contact, 18.8 percent.

Lydia Russo, assistant dean for the Center of Development & Career Strategy at Emory University School of Law, is well aware of these changes and has ramped up recruitment efforts. As a result, jobs obtained from fall on-campus interviewing have increased modestly at her school.

"It's not a huge increase but it is in the positive direction," Russo said. "We have been extremely aggressive with employer outreach in cities where our students have interest. A little over half of our graduates find jobs through school-facilitated means and a little less than half find jobs through relationships, some form of networking or referrals."

Fall on-campus interviewing still accounts for the majority of jobs obtained at large law firms. About 65 percent of all jobs taken by class of 2013 graduates at firms of 500 or more lawyers were obtained through fall on-campus interviewing. Leipold said large firms stick to the familiar process when it comes to hiring.

"We've seen very little experimentation with other models," he said. "Big Law tends to unfold that way. We see some firms willing to do Skype interviews but it's still pretty heavily reliant on traditional on-campus interviewing."



P.A.D. members should also consider working in human resources, insurance claims, or even public health for legal job opportunities.

The drop in jobs obtained through traditional means has caused an increase in graduates finding jobs through networking. LinkedIn is a good start, but Leipold said it is not enough.

"Students need to be more entrepreneurial about their job search," Leipold said. "They need to get as much practical experience as they can through clinics, externships and get out from behind the computer or smartphone and network with lawyers."

The increase in jobs obtained via self-initiated contact does not mean it is any more effective than it used to be, but it is a method students are turning to more often, Leipold said.

"It is a lot more work to get a job through self-initiated contact," he said. "For many students fall oncampus interviewing is the path of least resistance, so if they can get a job, they do. If that doesn't work out they need to use other methods."

Self-initiated contact was most effective for law graduates seeking careers as public defenders. Of the 558 public defender jobs taken by 2013 graduates, 30.5 percent obtained their job via self-initiated contact. Directly contacting employers was also a successful method for 28.2 percent of graduates working as federal clerks.

Students seeking jobs in academia found referrals to be most effective, as 28.7 percent of all academic jobs were obtained through the help of a third-party. Those seeking jobs at small law firms, those less than 10 lawyers, also found referrals to be helpful

Continued on next page.

as 30.7 percent of all class of 2013 graduates found small firm jobs this way.

No matter what kind of job you are seeking, do not expect any one job-hunting method to be the be-all end-all, experts said. Russo encourages students to do additional networking with members of the local bar association or through Emory University's 23 practice societies in areas including family law and criminal law.

"What is great about these groups is it pulls together students interested in the law and practitioners from the community," Russo said. "It is one of the best ways for students to build a network right here on campus. Like any industry, it is all about relationships."

Take Advantage of the P.A.D. Network

One of the most beneficial parts of your membership is access to the vast P.A.D. professional network. You have the ability to connect with students, lawyers, judges, and alumni with potential career connections and case referrals. The network was the reason you joined P.A.D., and is what supports connections of the legal profession and fraternalism.

You have quick and easy access to the P.A.D. network online at www.pad.org. Search the online directory for P.A.D.s local to you and connect with them through the site. Need your login information? Email info@pad.org. Once you're logged in, make sure to update your profile and add your practice areas to become part of the attorney referral network. Offer your support to chapters and members by posting on various communities and the Open Forum.

Utilize the network and start taking advantage of your membership. The Executive Office staff wants to help enhance your practice or business with fellow professionals, and foster the connections you make through your Fraternity.

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Justice Peggy Quince

Florida's Current Supreme Court Chief Justice an Inspiration in the Legal Field

Interview by Corey Lacey (Communications & Alumni Relations Assistant)

Justice Peggy Quince's (Cardozo) journey in the legal profession began with her decision to forgo medical school and enroll in law school in 1972. Fueled by various political movements occurring during that time, she entered law school hoping to make changes in the law field. Justice Quince, despite obstacles, would eventually become an inspiration and create a pathway for future attorneys.

She became the first African American woman to serve on Florida's District Courts of Appeal in 1993. Justice Quince then received a joint appointment from the late Governor Lawton Chiles and former Governor Jeb Bush in 1998 to Florida's Supreme Court. Ten years later, she is selected as the first African American woman to become Chief Justice.

For her lifetime commitment to the "rule of law" and contributions to the judicial system, P.A.D. honored the Justice with the Barbara Jordan Public Service Award at Convention 2010.

In an interview, Justice Quince offers legal career advice,



and details her career experiences and decision to join the Fraternity.

What was it like attending law school during the Civil Rights Movement?

Justice Quince: I was in law school at a time where some of the gains we had gotten from the Civil Rights Movement were being implemented, and blacks like myself were being given greater opportunities to go to law school and participate in new opportunities open to us.

The Civil Rights Movement, and other things that were going on, like Vietnam War protests when I was in undergraduate school, really inspired me to go to law school. I saw from all that was going on that to make any gains you had to use and make changes in the law.

What's the most important thing you've learned in your legal studies or throughout your career?

Justice Quince: You have to be prepared. You have to prepare yourself for any future eventualities and seize those moments when they come. I think that really applies to people in any kind of field, not just the legal field.

Your Justice appointment must have been quite an honor. What's the best part of your job? Are there any aspects you'd change?
Justice Quince: I think the best aspect of being a justice is having an opportunity to deal with cases that you know are going to make a significant difference in people's lives. As a lawyer, each case you handle probably makes a difference

in someone's life, but when you are a justice you are making decisions that will affect all the people in your state.

I would give some serious thought to how people are appointed or elected to our court system. There's been a lot of publicity and stories about the amount of money being spent on judicial races now and I really think that we need to devise a system where judges don't have to get into the business of having campaigns. [Regarding the U.S. Supreme Court case Williams-Yulee V. The Florida Bar, with the ruling that judges cannot personally solicit campaign contributions], this case solidifies the notion that judges are not politicians and we should not be soliciting money from people who might potentially appear before us.

What experiences helped prepare you for your Justice position? What advice would you give to law students and legal professionals based on these experiences?

Justice Quince: I was an assistant attorney general in Florida for almost fourteen years and had an opportunity to argue cases in our appellate courts, both state and federal, and handle a lot of constitutional issues. I think that position helped me to deal with the variety of cases that come before the Florida Supreme Court today.

My appointment to the second district court of appeal provided the opportunity to participate in a collegial court. On that level, it was generally three judge panels, so still I had to make my decision then talk with two other people for a collective decision. That prepared me for my current position on the Florida Supreme Court where there are seven of us.

When you're dealing with seven other people you have to be collegial and learn not to take these cases too personally. Today, I might agree with you, but tomorrow I might not, but the next day I might; you can't be too personal with those who disagree with your point of view.

What would you say are your best accomplishments in your career?

Justice Quince: Having the opportunity to serve the people of Florida. I served at the attorney general level, at the district court of appeal level, and am serving at the Supreme Court level. I've had the opportunity really to serve the people of the state for more than 30 years. I think that is a great accomplishment.

I've read there was opposition from others for your place in the legal field. What motivated you to continue



Earning a law degree on average is \$1 million more than the value of a college degree according to a study published in the American Bar Association (ABA) Journal.

making strides in the legal profession despite them?

Justice Quince: I started my legal career in the 1970's and there were not a lot of black lawyers, certainly not in the numbers that we have black lawyers now, or women. Women were not as visible in the profession as women are today. There were times someone would approach me thinking I was someone's law clerk, but you can't allow those kinds of negative situations to truly affect who you are.

You have to be comfortable knowing that you are competent and you can do the job that you are tasked with doing. You face opposition and it's almost like, 'I'll show you,' but it's sort of shows up your belief in yourself. 'I know I can do this, I have the same education that others have,' so you can't really worry about it.

What does being a P.A.D. member mean to you? Why should others continue to join the Fraternity?

Justice Quince: I joined P.A.D. because I grew up at a time when there were few black lawyers around and I didn't know any black lawyers. I didn't know any black judges and had never been involved in the legal community.

I joined because I felt it was an opportunity to meet others who were a part of the legal profession and to hone my own skills. Phi Alpha Delta's purpose is to promote the profession, professionalism, and competency in the legal profession and those are still goals that we should all be striving for.

The First Digital District Conference

By David Holt

(Butler, Minnesota Statewide Marshal)

We did it! Well, kind of. Trial-by-fire, right? On April 18, 2015, District X held Spring District Conference at William Mitchell College of Law. With the help of a GoPro, a lot of coffee, some high tech cameras, and a room full of bright-eyed Phi Alpha Delta members, we were able to mark the first official digital District Conference. Granted, it was not live and there were audio and video recording gaps, but technical difficulties are easy to overcome (unless it's live voting at Convention...).

So here's the value proposition. From my experience, a lot of content from a District Conference is readily transferable across chapters. Imagine if the following were available on the P.A.D. online network: (1) video profiles of P.A.D. members and chapters; and (2) video recordings of District Conference presentations available on-demand. This would create a great platform to showcase members, presenters and achievements recognized at District Conference. Members could use the videos for recruitment on social media. A law student in California could watch an attorney presenting at





District Conference in New York discuss the first few years of law practice. A re-instated chapter could leverage the videos to show the power of Phi Alpha Delta while building a member base. You can see where I'm going here.

Now, let's discuss the cons. First off, if we really want to be legal, a release should be obtained for each recording. In reality, there are all sorts of pictures and videos posted online where consent is implied. Regardless, we are in the practice of law, so this process needs to be streamlined. For our District Conference we did a disclosure before recording. I envision something more formal for future recordings.

Another con is that quality videos take resources and time. I am confident that advances in technology will help with this issue. We are learning first-hand that editing videos is not easy. Lastly, I feel there is always an element of being in the moment that is destroyed when something is recorded. Especially with Phi Alpha Delta, some interactions should always remain private. There must be a balance between a vibrant online community and these private interactions.

I want to keep the conversation going on the P.A.D. online network! Please reach out to me on pad.org (David Holt—Minnesota Statewide Alumni Chapter) with your thoughts and concerns. This is a work in progress.



The Bureau of Labor Statistics projects that jobs for lawyers will continue to grow 10% each year over the next seven years.

Image Credit: (c)iStock.com/VLADGRI



P.A.D. Initiation at the SCOTUS

On March 4, 2015, District XXIII hosted a District-Wide Phi Alpha Delta new member initiation for D.C., Maryland, and Virginia P.A.D. Chapters at the Supreme Court of the United States.

About 200 members were in attendance, where multiple Chapters welcomed a total of 60 new members. Veterans Law Judge Vito A. Clementi was honorarily initiated into the D.C.-based Redding Alumni Chapter, and SCOTUS staff member La Randa Mayes was honored.

Supreme Court Justice, and Sister, Sonia Sotomayor was in attendance, as well as the Marshal of the Supreme Court and staff members of the Court.

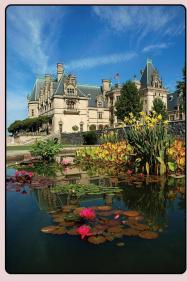


The West Suburban, Chicago, and Illinois Statewide Alumni Chapters and Lincoln Chapter participated in their annual charity bowling tournament to help DuPage PADS (Public Action to Deliver Shelter) fight homelessness in the Chicago suburbs. DuPage PADS provides temporary shelter, vocational training, and job placement assistance.











Building on the suggestion of District XXV Justice Jesse Bulluck, the Knoxville Alumni Chapter took the lead in organizing the recent 'P.A.D. Spring Get Away', a weekend in Asheville, NC where P.A.D.s from all over the country were invited to participate.

Nearly thirty Fraternity members and their guests descended on Asheville from March 20–22, 2015 for a weekend of fun and fraternalism. Among the chapters represented were the Knoxville, Illinois Statewide, Nashville, New Jersey Statewide, Triangle Area (NC), Robert E. Redding (DC), and West Suburban (IL) Alumni Chapters, and McReynolds Chapter.

Among the planned events were nightly dinners at such Asheville eateries as Vinnie's Italian and The Chop House, informal evening pub crawls, including a memorable visit to Asheville's Odditorium (a sort of cross between an alternative night club and a Ripley's Believe It Or Not Museum), a tour of the historic Biltmore Estate (fabulous 8,000 acre estate with a Châteauesque-styled mansion built by the Vanderbilt family in the late 1800s), a wine tasting at the Biltmore Vineyards, and a fabulous Sunday Brunch at the Omni Grove Park Inn. Attendees also took advantage of free time to explore the Asheville area. The event also produced several Convention pledges and registrations!

The event was so successful that another 'P.A.D. Spring Get Away' is being planned for our next non-Convention year. Organizers are looking at a trip to Puerto Rico in mid-March, 2017. Interested members can track the progress of these plans on Facebook by contacting Nicholas W. Lee at Nicholas@DefendingTennessee.com













Knowing When You Aren't Making Progress



By MaryCathleen Fenske (Kellogg, Twin City Alumni Clerk)

Persistence is a necessary quality for many professions, especially the legal profession. It takes persistence to get through law school, solve client problems, and build a legal career. But when is persistence a detriment

instead of an asset? When it is no longer helpful to stay on the same path.

Attorneys are faced with solving problems on harsh deadlines. Some client issues are easily solved, or at least the case law and statutes are easy to find. Other client issues aren't so straight forward. One of the biggest challenges for new attorneys is learning that some problems do not have a 'good' answer. New attorneys need to know when to stop researching, trust that they found the best answer available, and use it to their client's advantage. In these situations, persistence needs to yield to confidence and practicality.

Remember that if the partner asked you to research something, there probably is not an easy answer to begin with. If there was an easy answer, she wouldn't have come to you for research assistance—she would have simply answered the client's question herself.

If you find yourself hours into researching and no closer to an answer than you were when you started, stop and revaluate what the question was, what you were able to find, and if you should ask the attorney you are working for clarifying questions, or at least update her with what you found. We all want the perfect answer, but often knowing what to do with the best answer is just as valuable.

In the big picture of life as a lawyer, a career path deserves persistence only if it leads to an accomplishment that is fulfilling. For example, if you are a litigator and find you hate billable hours and motion practice, your persistence as a litigator probably will not make for a happy life.

Each of us has a reason we went to law school and many people go with a specific career path in mind. Last month, during the District VI Spring Conference, everyone in attendance compared the career path they thought they would be on with the path on which they are now. Nearly everyone believed they would be doing something different than they are



"The law is the last result of human wisdom acting upon human experience for the benefit of the public."—Samuel Johnson

now. Some alumni changed career paths after realizing that what they thought they wanted to do wasn't interesting. Externships and clinic work during law school helped these alumni discover where their passion truly was. Others practiced before learning they should be doing something else.

The point is—be smart enough to know when persistence is not leading to success and happiness, and have the courage to make changes in your life.



TTP Corner

P.A.D.'s 'Take The Pledge' program for the 61st Biennial Convention in Washington, DC continues to grow with 765 pledges! Of those, 162 have been converted into official Convention registrants.

Register for Convention now! Come July 1st, 2015 registration discounts will be reduced.

Easy payment plans are available to assist you with your financial obligations, and your registration can be amended at any time. If something should change—be it your roommate choice, position as a delegate, unable to attend, refunds, or anything else—simply contact the Executive Office.

For additional information, please email emily@pad.org. To 'Take The Pledge' please email jweitkamp@aol.com.

Chapter Highlights-





















University at Buffalo Pre-Law Chapter members created a communal library for the Buffalo City Mission's Thrift Shop



D.C.'s Redding Alumni Chapter Monthly Happy Hour



Puerto Rico-Mayagüez
Pre-Law Chapter donated food
to their local animal shelter

Chapter Highlights-





PHI ALPHA DELTA

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This summer P.A.D. will be hosting our first ever Leadership Summit!

This event will include chapter officer and District Justice training, and speakers and workshops on a variety of leadership and P.A.D. topics.

The Summit will be July 17–19, 2015 at the Hilton Crystal City in Arlington, VA. There is **no registration fee** and all P.A.D. members are welcome to attend.

If you have questions, or to register, please contact event coordinator Marlena Weiss at marlena@pad.org or call (410) 347-3118.

We look forward to seeing you next month!