

ALABAMA STATE BAR

Office of the President

PURPOSE AND SCOPE ORDER

Establishing the Leadership Forum Evaluation Task Force

Purpose

The Alabama State Bar Leadership Forum has operated as an annual program designed for attorneys with five to fifteen years of practice experience. The dynamic program is structured to nurture and develop leadership skills and values among a select group of qualified, promising attorneys, with a particular focus towards participation in leadership of Alabama State Bar activities. Since its inception in 2005, Leadership Forum has more than 525 graduates who are well positioned to move the profession forward with ethical, servant-minded and community leadership. Among those graduates are five Past Presidents, the current President-Elect, numerous past and present Board of Bar Commissioner members and countless members of Alabama State Bar Committees and Task Forces. Following twenty successful classes, the Bar has paused the program to convene a Task Force charged with evaluating the program's structure, operations, and outcomes.

The purpose of this Task Force, comprised of Leadership Forum Alumni, is to assess what has made the Leadership Forum successful to date and to recommend improvements that will position the program for continued success over its next twenty years.

Scope of Work

The goals of this task force shall be as follows:

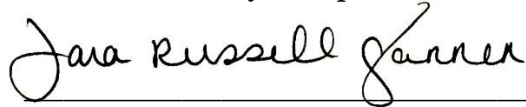
1. **Class Frequency** — Evaluate whether the Leadership Forum should continue to be offered annually or transition to a biennial (every-other-year) schedule, weighing considerations such as demand, resource allocation, and long-term program sustainability.
2. **Class Size** — Assess the optimal number of participants per class, balancing cohort cohesion and quality of experience against the Bar's goal of expanding access to the program.
3. **Applicant Outreach and Engagement** — Identify strategies to increase awareness of the program and grow the applicant pool, including outreach to underrepresented practice areas, regions, or demographics within the eligible five-to-fifteen-year experience range.
4. **Selection Process** — Review the current application and selection criteria and process to determine whether adjustments are needed to ensure the class composition reflects the Bar's goals for diversity of practice areas, geography, and background.
5. **Tuition Assistance** — Consider whether offering tuition assistance, scholarships, or reduced-cost options would encourage a broader and more diverse pool of applicants, and evaluate potential funding sources and eligibility criteria for such assistance.
6. **Program Content and Structure** — Consider whether the curriculum, session format, or duration of the program should be updated to reflect current leadership development needs within the profession.

7. **Alumni Engagement** — Consider mechanisms for keeping past Leadership Forum graduates engaged with the program and the Bar, including potential mentorship roles for future classes.

Operating Procedures

This committee shall meet regularly, and shall provide timely written interim reports to the Alabama State Bar President and the Alabama State Bar Executive Council, as the work of the committee develops.

Done this 21st day of September, 2026.

A handwritten signature in black ink that reads "Jana Russell Garner". The signature is written in a cursive style with a horizontal line extending from the end of the name.

Jana Russell Garner, President

Alabama State Bar