



**Mission:** *To provide excellent legal services that promote justice with integrity*

- **Provide Excellent Legal Services.**

1. ***A client-service orientation.*** We value our clients as persons we are privileged to serve, without regard to social or economic standing. We strive to promptly meet our client's needs, and monitor client feedback.
2. ***Superior service.*** We work diligently to provide superior service.
3. ***Concentrate on what we do best.*** We each develop specialized expertise.
4. ***Encourage trust and respect throughout the firm.*** We set reasonable and clear expectations. We encourage all to speak their minds and respect the views of others. We provide recognition for high quality performance. We support co-workers and encourage caring and growth.

- **Promote Justice.**

1. ***Acknowledge responsibilities and rights.*** We seek to provide counsel with integrity within a legal system that has communal dimensions as well as adversarial and individualistic dimensions, a system that has responsibilities as well as rights.
2. ***Serve the community.*** We each devote significant time to charitable service and to assist those who cannot pay prevailing legal fees.

- **With Integrity.**

1. ***Faith.*** We acknowledge dependence upon God and others.
2. ***Respect.*** We acknowledge and respect the diversity of religious and political commitments that exists among us and our clients.
3. ***Reconciliation.*** We seek reconciliation with adversaries and freedom from bitterness and hatred.
4. ***Caring.*** We encourage empathy and compassion.
5. ***Balance.*** We seek to balance commitments to family, to the firm and to the community.