

# NACC

National Association  
of Counsel for Children

**Promoting Excellence**

**Building Community**

**Advancing Justice**

#### **NACC Board of Directors**

Mickey Aberman, JD, MBA  
Akin Abioye, Ed.D  
LaShanda Taylor Adams, JD  
Kathryn Banks, JD  
Janet Bledsoe, JD, LL.M., CWLS  
Hon. Karen Braxton, CWLS  
Currey Cook, JD  
Sheri Freemont, JD  
Gerard Glynn, JD, MS, LL.M.  
Joseph D. Gunn III, MD  
Amy Harfeld, JD  
Leslie Starr Heimou, JD, CWLS  
Yali Lincroft, MBA  
Candi M. Mayes, JD, MJM, CWLS  
Dawne Mitchell, JD  
David Smith, JD  
John H. Stuemky, MD  
Sonia C. Velazquez  
Stephanie Villafuerte, JD  
Dan Wilde, JD

*Strategic process guided by*

 **Community  
Wealth Partners**  
A Share Our Strength Organization

# 2019–2023 Strategic Plan



Reaffirming our founding commitment to advancing justice for children and families in the child welfare system, with a bold vision to engage members and accelerate practice and policy reform.

## EXECUTIVE SUMMARY

### **NACC's Strategic Planning Process**

For more than 45 years, the National Association of Counsel for Children (NACC) has strived to serve children and families by supporting a diverse community of legal advocates dedicated to providing high-quality legal representation. NACC has trained tens of thousands of professionals, established an ABA-accredited national certification for Child Welfare Law Specialists, produced pioneering publications — including *Child Welfare Law and Practice* — and steadfastly asserted the rights of children and parents in hundreds of policy statements and amicus briefs in child welfare, juvenile justice, and family law systems.

With our 2019–2023 Strategic Plan, NACC reaffirmed our founding commitment to advance justice, opportunity, and well-being for children and families experiencing the child welfare system. This includes the intersection of the child welfare system with the juvenile and criminal legal systems and family law. The driving focus of NACC's strategic plan is to accelerate the growth, experience, diversity, and leadership of a national community of child welfare legal professionals to promote excellence in legal representation, build community among practitioners, and advance justice for children, parents, and families.

After achieving many of our 5-year goals in the first 2½ years of the plan, NACC utilized Community Wealth Partners to help update its Mission, Vision, and goals. This update explicitly reflects NACC's commitment to race equity, parents' rights, and solutions co-designed with people with lived experience expertise.

The refreshed plan clarifies who and what NACC stands for today and the means by which NACC will effect change as a national nonprofit children's legal advocacy organization. NACC's board and staff profoundly thank every contributor.

**We are NACC. Together we are Promoting Excellence,  
Building Community, and Advancing Justice.**

# NACC

National Association  
of Counsel for Children

## NACC Staff

Kim Duorchak, JD  
Executive Director  
*Kim.Duorchak*  
*@NACCchildlaw.org*

Justin Black  
Communications Assistant

Ginger Burton  
Certification Administrator  
and Technical Writer

Emily Dufour  
Membership Coordinator

Leyda Garcia-  
Greenawalt, MSW  
National Law School  
Student Organizer

Allison Green, JD, CWLS  
Legal Director

Jonathan Green, JD  
Director of Finance  
and Operations

Christina Lewis, JD, CWLS  
Staff Attorney

Evan Molinari  
Communications Manager

Kristen Pisani-Jacques,  
JD, CWLS  
Training Director

Cristal Ramirez, MS  
Youth Engagement Manager

Caroline Thuer  
Administrative and  
Program Assistant

Daniel Trujillo  
Director of Certification,  
Sales, and Technology

Natalece Washington,  
JD, CWLS  
Policy Counsel

Sara Willis, MA  
Business and  
Conference Manager

[www.NACCchildlaw.org](http://www.NACCchildlaw.org)

## NACC's Vision, Mission, and Impact

NACC's updated mission and vision statements are as follows:

**NACC's Vision:** Every child, parent, and family is well-supported in their community and has equitable access to justice through culturally-responsive, client-centered legal representation.

**NACC's Mission:** NACC advances children's and parents' rights by supporting a diverse, inclusive community of child welfare lawyers to provide zealous legal representation and by advocating for equitable, anti-racist solutions co-designed by people with lived experience

## Our Program Areas and Priorities

By 2023, NACC will achieve results in three main program areas:



### NACC will Promote Excellence by:

- » Increasing and diversifying the national community of Child Welfare Law Specialists, ensuring an equitable CWLS process, and elevating the importance of specialization and competence in child welfare practice
- » Delivering timely, frequent, responsive, and updated trainings informed by constituent voice, including presenters with lived experience, and with a focus on diversity, equity, and inclusion
- » Publishing the 4th edition of *Child Welfare Law and Practice*, utilizing the opportunity to develop the most current and practical resource for practitioners



### NACC will Build Community by:

- » Increasing support to a growing membership, with a specific focus on increasing diversity and inclusion, and modernizing networking tools and resources for the field
- » Utilizing law school, State Coordinator, and Board partnerships to build community, expand member diversity, and promote the pipeline to and tenure in child welfare law profession
- » Expanding NACC's national conference to diversify attendance, build scholarship fund, and provide high-quality legal education, inspiration, and networking opportunities
- » Leading convenings to advance NACC's policy initiatives



### NACC will Advance Justice by:

- » Partnering with NACC members and lived experience experts to publish policy papers, assessments of children's right to counsel, amicus briefs, and policy statements consistent with NACC's policy agenda
- » Partnering with NACC members and lived experience experts to refresh NACC's Policy Agenda with a focus on race equity and constituent engagement
- » Engaging NACC members in policy work on local, state, and national levels and mobilizing NACC's expanded membership, with a focus on race equity and constituent engagement
- » Increasing communications to emphasize equity and justice and elevate NACC's mission, policy positions, and expertise