



AMERICAN
IMMIGRATION
LAWYERS
ASSOCIATION

AILA Board of Governors Meeting Materials

September 13, 2025

Board of Governors

September 13, 2025 Meeting Materials

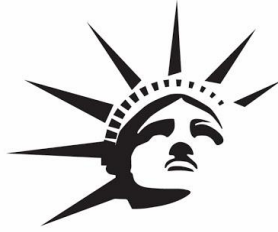


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Board of Governors



Pre-Read Materials for Consent Agenda



AMERICAN
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LAWYERS
ASSOCIATION

AILA's Mission:

Promote justice, advocate for fair and reasonable immigration law and policy, advance the quality of immigration and nationality law and practice, and enhance the professional development of AILA members.

AILA Board of Governors Meeting

Saturday, September 13, 2025, 8:30am – 12:45 pm Eastern Time

- | | | |
|-------------------|------|---|
| 8:30am – 8:35am | I. | WELCOME & CALL TO ORDER
Jeff Joseph, <i>President</i> |
| | | CONSENT AGENDA* <ul style="list-style-type: none">• Approval of Agenda• Resolution to Continue 2025 Budget Authority• Approval of April 5, 2025 Board of Governors Meeting Minutes• Approval of June 21, 2025 Board of Governors Meeting Minutes |
| 8:35am – 8:45am | II. | REMARKS OF THE PRESIDENT
Jeff Joseph, <i>President</i> |
| 8:45am – 11:45am | III. | NAVIGATING CONFLICT*
Nicole Bauman and Micah Blumenthal, <i>Facilitators/Trainers</i> |
| 11:45am – 12:45pm | IV. | WORKING LUNCH/UPDATES AND REPORTS <ul style="list-style-type: none">• National Office Update* (10 minutes)
<i>Ben Johnson, Executive Director</i>• Financial Update* (10 minutes)
<i>Michelle Saenz-Rodriguez, Treasurer</i>
<i>Scott van den Berg, Controller</i>• American Immigration Council Update* (10 minutes)
<i>Jeremy Robbins, Executive Director</i> |
| 12:45pm | V. | ADJOURNMENT |

RESOLUTION TO CONTINUE 2025 BUDGET AUTHORITY
THROUGH JANUARY 24, 2026

AILA Board of Governors
September 13, 2025

RESOLUTION: That the Board of Governors authorizes the National Office to continue operating at the 2025 budget level for the period of January 1, 2025 through January 24, 2026, or at such time the Board will consider and vote on the 2026 Budget, whichever occurs first.

PROPONENT: Executive Committee

BACKGROUND:

For the past several years, the Board of Governors has considered and approved the Annual Plan and Budget at the Midwinter BOG Meeting. This allows the BOG to have the most accurate projection of the year just completed and the year ahead. This annual resolution gives the National Office the authority to continue operating at the 2025 budget level until the new budget for 2026 is approved. Discussions at the Fall BOG Meeting will also help guide the Executive Committee and staff in developing the proposed Annual Plan and Budget for 2026.



AILA BOARD OF GOVERNORS MEETING
Washington, DC
April 5, 2025

I. Welcome and Call to Order

The meeting was called to order at 10:00am Eastern Time by Kelli Stump, President.

II. Consent Agenda

Before presenting the consent agenda, Ms. Stump announced that the agenda order has been revised to ensure adequate time for Decision Items. She then presented the consent agenda, copies of which were distributed in advance of the meeting. Ms. Stump then asked if any of the consent agenda items should be moved to the regular discussion items. The minutes of the January 18, 2025 BOG meeting were moved to the regular discussion items. The remaining items were adopted as-is.

III. Remarks of the President

Ms. Stump presented opening remarks, recognizing AILA Staff for keeping the Board and membership going during the Trump Administration.

IV. Updates and Reports

Ms. Stump invited Ben Johnson, AILA Executive Director, to provide the National Office Update. Mr. Johnson shared highlights from AILA's National Day of Advocacy and Law Symposium and recent litigation victories. Mr. Johnson also shared that membership has increased along with the use of AILA resources and roundtables and a significant impact on the dialogue in the print, TV, and social media. Mr. Johnson also reminded the Board to complete the Marketplace survey. Mr. Johnson then invited Jeremy Robbins, American Immigration Council Executive Director to provide a Council update, copies of which were distributed in advance of the meeting. Mr. Robbins provided an overview of the Council's activities related to litigation, and announced that a hearing based on the lawsuit filed on March 31 is scheduled for Tuesday, April 8. Mr. Robbins also described the Council's state and local advocacy in partnership with AILA. Mr. Robbins reviewed some of the most impactful practice advisories, shared the support the Council is providing for pro bono attorneys through the Immigration Justice Campaign (IJC). Lastly, Mr. Robbins shared that the Council is increasing its focus on educating the public and policymaking. Mr. Robbins offered creative solutions for H1-B, J-1 from the Council if there are any AILA attorneys seeking support.

V. Decision Items

Final Proposed Governance Reform Framework

Ms. Stump invited the Governance Committee to present the Final Proposed Governance Reform Framework, copies of which were distributed in advance of the meeting. Jeremy McKinney shared an illustration of the proposed structure and expectations for leadership. Ms. Stump then invited questions and comments from board members.

A motion was made, seconded, and approved to vote on the Governance Reform Framework by paper ballot.

A motion was made and seconded to amend the main motion by adding three seats for representatives selected by the College of Past Presidents from among their members in staggered terms of one year each, and to add three seats for representatives elected by the Council of Chapter Chairs from among their members upon completion of their terms as Chapter Chairs in staggered terms of three years each.

A motion was made, seconded, and approved to vote on the Past President and Chapter Chair representative additions separately, and to amend the amendment by adding removal of the Immediate Past President from the Board and adding three total seats for Directors selected by the College of Past Presidents from among their members.

A motion to call the question was made, seconded and approved by a two-thirds vote.

A motion was made, seconded, and approved for the main motion to be amended to include three total seats for Directors selected by the College of Past Presidents from among their members, and for the Immediate Past President to be removed as an automatic Director.

A motion was made and seconded to amend the main motion by adding three seats for representatives selected by the Council of Chapter Chairs from among their members. The motion failed.

Paper ballots were distributed to capture votes for the Governance Reform Framework as amended, with three total seats for Directors selected by the College of Past Presidents from among their members, and for the Immediate Past President to be removed as an automatic Director.

VI. Financial Update

While the Governance Reform Framework paper ballots were being tallied, Ms. Stump invited Rekha Sharma-Crawford, Treasurer, and Scott van den Berg, Controller, to present the Financial Update, copies of which were distributed in advance of the meeting. Ms. Sharma-Crawford and Mr. van den Berg provided an update on the audit results, capital reserves, tax form 990, and reminded board members to review the draft 990 before it is finalized. Mr. van den Berg then shared 2024 year-to-date results, noting that one government subscriber has a \$110K purchase

order pending, and another in the amount of \$33K will be coming due soon. Cash is stronger than a year ago, reducing debt as well as the building by approximately \$400K per year. Mr. Van den Berg then responded to questions.

Following the Financial Update, Ms. Stump announced the results of the Governance Reform Framework vote: 49 were in favor; 22 were opposed. Ms. Stump announced that the board will take a brief lunch break before resuming business.

VII. Decision Items (continued)

Resolution on Clarifying New Business Procedures

Following a lunch break, Ms. Stump called the meeting back to order at 1:32pm ET and invited Andres Lopez, Governance Committee Vice Chair, to present the resolution on Clarifying New Business Procedures. Ms. Stump then invited questions and comments. Kay Ciesla, Chief Governance Officer, clarified that under *Robert's Rules*, the board does have the right to overrule the Board President if they disagree with their decision as to whether a matter can be presented during New Business. Mr. Lopez also clarified that in the event there is not a current committee in place dedicated to the matter raised during New Business, it will be referred to the Executive Committee to develop recommended next steps for board approval. It was also confirmed that AILA members who do not currently serve on the board may not present new business during board meetings. A discussion about the use of a Motion to Table ensued.

A motion to call the question was made, seconded and approved by a two-thirds vote.

A motion was made, seconded, and approved to adopt the Clarifying New Business Procedures as presented.

Before moving on to the Discussion Items, Ms. Stump revisited the January 18 meeting minutes, which a board member requested to discuss before approving.

A motion was made, seconded, and approved to adopt the January 18, 2025 Board meeting minutes as presented.

VIII. Discussion Items

Responding to the Administration's Threats Against the Practice of Immigration Law

Ms. Stump then invited Jeff Joseph, President-Elect, to share plans for a new AILA Rule of Law task force to respond to the Administration's threats against the practice of immigration law. Kathleen Campbell Walker and Jerry Grzeca, Task Force Co-Chairs, then invited comments on the most important task that the task force could take on; the resources the task force should produce/provide to members that would assist with attacks on them personally and/or the bar professionally; and what success would look like.

Addressing of Questions on the Adoption of the IHRA Definition

Ms. Stump then spoke about the importance of the board sticking together, and asking for help when needed. She then asked for the board's support in her plans to appoint a task force focused on cultivating an open dialogue, fostering understanding, and finding common ground, starting with the board.

Board members as well as members of AILA then shared comments and concerns about the organization's role in adopting the definition.

IX. New Business

Ms. Stump asked if there was any new business. Members of the Board shared the success of yesterday's Law Journal Symposium as well as concerns about the Laken Riley bill. The Executive Committee then recognized Ms. Stump for her leadership.

X. Executive Session

Board members, Emeriti, invited guests, and required staff entered Executive Session at 3:43 pm ET.

XI. Adjournment

There being no further business, the meeting was adjourned at 3:59pm ET.

Prepared by Kay Ciesla

ATTENDEE ROSTER**NATIONAL OFFICERS**Kelli Stump, *President*Jeff Joseph, *President-Elect*Alexis S. Axelrad, *First Vice-President*Jacqueline Watson, *Second Vice President*Rekha Sharma-Crawford, *Treasurer*Michelle Saenz-Rodriguez, *Secretary*Farshad Owji*, *Immediate Past President (non-voting advisor)*Ben Johnson, *Executive Director (ex-officio non-voting)***PAST PRESIDENTS**

Leslie A. Holman

Bob Juceam

H. Ronald Klasko*

Ira J. Kurzban

David W. Leopold

Laura Lichter

Marketa Lindt

Jeremy McKinney

Jennifer Minear

Deborah J. Notkin*

Allen Orr*

Annaluisa Padilla

Eleanor Pelta

John 'Jack' Pinnix

Victor Nieblas Pradis

Denyse Sabagh

Bill Stock

Doug Stump

Anastasia Tonello

Bernard P. Wolfsdorf*

Jimmy Wu*

Paul Zulkie*

DIRECTORS

Oliver Branch*, NMD Rep.

Margaret Wilson, NMD Rep.

Elizabeth Rompf Bruen

Sui Chung*

Sabrina Damast

Brittany Faith

Cory Forman*

Rosanna Fox

Amanda Bethea Keaveny

Jessica Jensen

Mahsa Khanbabai

Olivia Lee

Andrés Lopez

Petula McShiras

Nicholas Mireles

Irene Mugambi*

Maggie Murphy

Andrew Nietor

Daniel Parisi

Heather Prendergast

Hardeep Sull

David Wilks

Parastoo Golesorkhi Zahedi

CHAPTER CHAIRPERSONS**ARIZONA**

Emma Wells

ASIA PACIFIC

Sonal Sharma

CANADA

Scott Gregory

CAROLINAS

Douglas Thie

CENTRAL FLORIDA

Bridgette M. Bennett

CHICAGO

Matthew Kriezelman

COLORADO

James Lamb

CONNECTICUT

Ashley Mendoza

GEORGIA-ALABAMA

Hiba Ghalib

HAWAII

Amanda Chang

IDAHO

Mariella Diaz

LATIN AMERICA & CARIBBEAN

Maite Hoyos*

MICHIGAN

Bridgette Sparkman Borg

MIDSOUTH

Jason Susser

MINNESOTA/DAKOTAS

Timothy Sanders-Szabo

MISSOURI/KANSAS

Genevra Alberti

NEVADA

Amber Fuhriman*

NEW ENGLAND

Miki Matrician

NEW JERSEY

Joan Duffy Mody

NEW YORK

Carolyn Alvarez

NORTHERN CALIFORNIA

Tami Castillo

OHIO

Jessica A. Ramos

PITTSBURGH

Kristen Schneck*

PUERTO RICO

Mariela Garcia Amador

ROME

Ira Azulay

SAN DIEGO

Michelle Celleri

SANTA CLARA VALLEY

Medya Ansari*

SOUTHERN CALIFORNIA

Megan Guzman

SOUTH FLORIDA

Miriam Acosta Castriz

TEXAS/OK/NM

Bea Ballerini

UPSTATE NEW YORK

Zabrina Reich

UTAH

Carlos Trujillo*

WASHINGTON, DC

INDIANA

Rachel VanTyle (delegate)

IOWA/NEBRASKA

Gunda Brost

OREGON

Samantha Ratcliffe

PHILADELPHIA

Emma Tuohy

Brian Casson

WASHINGTON STATE

Erin Zipfel

WISCONSIN

Alexandra Daggett

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Kathleen Campbell Walker

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Tania DaSilva

Tara Finck

Angie Kelley

Janet Kolokithas

Danielle Polen

Melanie Prince

Emmie Smith

George Tzamaras

Scott van den Berg

Grace Woods

GUESTS

Michael Daigneault, *Quantum Governance*

***ABSENT**

AILA Board of Governors Meeting

Denver, CO
June 21, 2025



I. Updates and Reports

Mr. Joseph called the meeting to order at 2:03 pm MT and invited Ben Johnson, Executive Director, to provide a National Office Update.

National Office Update

Mr. Johnson shared that membership continues to increase and that the first year of the AILA Affiliated Paralegals (AAP) has exceeded all goals. Mr. Johnson also shared that government relations tools are experiencing an increase in usage and over 1,000 responses to press inquiries, signaling that AILA is having an impact. AILA will also release the Marketplace Study results this fall. In addition to new publications being released this year, AILA is also launching a new CLE platform. No other bar association provides this level of CLE support.

Financial Report

Mr. Joseph then invited Ms. Saenz-Rodriguez and Scott van den Berg, AILA's Controller, to provide a financial update, copies of which were distributed in advance of the meeting. Ms. Saenz-Rodriguez reminded the board of the overall financial timeline, including the audit process. Mr. van den Berg then provided an overview of the latest financial report and addressed questions from board members related to a drop in government subscriptions and publication sales as well as Law Student membership.

American Immigration Council Update

Mr. Joseph then invited Denyse Sabagh, who serves on the American Immigration Council Board, to provide an update on recent Council activities. Ms. Sabagh highlighted the Council's defense of due process, challenges to unconstitutional policies, and defense against state-level overreach in addition to real-time tracking of and response to legislation.

II. New Business

Mr. Joseph called for any new business. There was support of continuing the Law Journal Symposium in future years.

III. Adjournment

There being no further business, the meeting was adjourned at 2:49 PM MT.

ATTENDEE ROSTER**NATIONAL OFFICERS**Jeff Joseph, *President*Alexis S. Axelrad,, *President-Elect*Jacqueline Watson, *First Vice-President*Rekha Sharma-Crawford. *Second Vice President*Michelle Saenz-Rodriguez, *Treasurer*David Wilks, *Secretary*Kelli Stump, *Immediate Past President (non-voting advisor)*Ben Johnson, *Executive Director (ex-officio non-voting)***PAST PRESIDENTS**

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Denyse Sabagh

Bill Stock

Doug Stump*

Anastasia Tonello*

Bernard P. Wolfsdorf

Jimmy Wu*

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Elizabeth Rompf Bruen

Sabrina Damast*

Brittany Faith

Rosanna Fox

Jessica Jensen

Amanda Bethea Keaveny

Mahsa Khanbabai*

Olivia Lee

Flavia Santos Lloyd

Andrés Lopez

Miki Matrician

Petula McShiras

Nicholas Mireles

Andrew Nietor

Michael Nowlan

Heather Prendergast

Elina Magaly Santana

Hardeep Sull*

Parastoo Golesorkhi Zahedi

CHAPTER CHAIRPERSONS**ARIZONA**

Pamela Rioles Saeed

ASIA PACIFIC

Sonal Sharma

CANADA

Olga Prygoda

CAROLINAS

Douglas Thie

CENTRAL FLORIDA

Andrea Reyes*

CHICAGO

Kiki Mosley

COLORADO

Julia Guzman

CONNECTICUT

Meghann LaFuntain

GEORGIA-ALABAMA

Eszter Bardi

HAWAII

Sherry Nohara

IDAHO

Mariella Diaz

INDIANA

Rachel Van Tyle

IOWA/NEBRASKA

Gunda Brost (delegate)

LATIN AMERICA & CARIBBEAN

Marcine Seid

MICHIGAN

Bridgette Sparkman Borg

MIDSOUTH

Laura Ferner

MINNESOTA/DAKOTAS

Maria Miller

MISSOURI/KANSAS

Michael Sharma-Crawford

NEVADA

Angel Graf

NEW ENGLAND

Tania Martinez

NEW JERSEY

Carolina Curbelo

NEW YORK

Scott Gorski

NORTHERN CALIFORNIA

Judy Wong

OHIO

Laura Jurcevich

OREGON

Samantha Ratcliffe

PHILADELPHIA

Michele Madera

PITTSBURGH

Barbara Bower

PUERTO RICO

Paul Kanczuzewski

ROME DISTRICT

Melissa Chavin

SAN DIEGO

Noemy Cruz

SANTA CLARA VALLEY

Smriti Sahni*

SOUTHERN CALIFORNIA

John Manley

SOUTH FLORIDA

Martha Arias

TEXAS/OK/NM

Guillermo Hernandez

UPSTATE NEW YORK

Zabrina Reich

UTAH

Phillip Kuck*

WASHINGTON, DC

Ava Benach

WASHINGTON STATE

Adam Boyd

WISCONSIN

Raluca Vais-Ottosen

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Greg Chen

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Sharvari Dalal-Dheini

Tania DaSilva

Tara Finck

Angie Kelley

Danielle Polen

Melanie Prince

Emmie Smith

Liz Urban

Reid Trautz

George Tzamaras

Scott van den Berg

Grace Woods

****ABSENT***

Board of Governors



Pre-Read Materials for Navigating Conflict Training



Nonviolent Communication

Introductory Reference Materials

Contact Information

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Website for NVC publications

www.nonviolentcommunication.com

Key Assumptions and Intentions of NVC

Assumptions Underlying the Practice of Nonviolent Communication

Our ideas about individual and collective human nature have evolved and will continue to evolve. These ideas shape our expectations of what's possible, the social structures we create, and how we interact with ourselves and other people. Therefore the assumptions we make can have a profound effect on the life we live and the world we collectively create.

Following are key assumptions that NVC practice is based on. Many traditions share these assumptions; NVC gives us concrete, powerful tools for putting them into practice. When we live based on these assumptions, self-connection and connection with others become increasingly possible and easy.

1. **All human beings share the same needs:** We all have the same needs, although the strategies we use to meet these needs may differ. Conflict occurs at the level of strategies, not at the level of needs.
2. **All actions are attempts to meet needs:** Our desire to meet needs, whether conscious or unconscious, underlies every action we take. We only resort to violence or other actions that do not meet our own or others' needs when we do not recognize more effective strategies for meeting needs.
3. **Feelings point to needs being met or unmet:** Feelings may be triggered but not caused by others. Our feelings arise directly out of our experience of whether our needs seem to us met or unmet in a given circumstance. Our assessment of whether or not our needs are met almost invariably involves an interpretation or belief. When our needs are met, we may feel happy, satisfied, peaceful, etc. When our needs are not met, we may feel sad, scared, frustrated, etc.
4. **The most direct path to peace is through self-connection:** Our capacity for peace is not dependent on having our needs met. Even when many needs are unmet, meeting our need for self-connection can be sufficient for inner peace.
5. **Choice is internal:** Regardless of the circumstances, we can meet our need for autonomy by making conscious choices based on awareness of needs.
6. **All human beings have the capacity for compassion:** We have an innate capacity for compassion, though not always the knowledge of how to access it. When we are met with compassion and respect for our autonomy, we tend to have more access to our own compassion for ourselves and for others. Growing compassion contributes directly to our capacity to meet needs peacefully.
7. **Human beings enjoy giving:** We inherently enjoy contributing to others when we have connected with our own and others' needs and can experience our giving as coming from choice.
8. **Human beings meet needs through interdependent relationships:** We meet many of our needs through our relationships with other people and with nature, though some needs are met principally through the quality of our relationship with ourselves and for some, with a

spiritual dimension to life. When others' needs are not met, some needs of our own also remain unmet.

9. **Our world offers abundant resources for meeting needs:** When human beings are committed to valuing everyone's needs and have regained their skills for fostering connection and their creativity about sharing resources, we can overcome our current crisis of imagination and find ways to attend to everyone's basic needs.
10. **Human beings change:** Both our needs and the strategies we have to meet them change over time. Wherever we find ourselves and each other in the present, individually and collectively, all human beings have the capacity to grow and change.

Key Intentions when Using Nonviolent Communication

Having clarity about our intentions can help us live and act in line with our values. We hold the following intentions when using NVC because we believe that they enrich our lives and contribute to a world where everyone's needs are attended to peacefully.

Open-Hearted Living

1. **Self-compassion:** We aim to release all self-blame, self-judgments, and self-demands, and meet ourselves with compassion and understanding for the needs we try to meet through all our actions.
2. **Expressing from the heart:** When expressing ourselves, we aim to speak from the heart, expressing our feelings and needs, and making specific, do-able requests.
3. **Receiving with compassion:** When we hear others, we aim to hear the feelings and needs behind their expressions and actions, regardless of how they express themselves, even if their expression or actions do not meet our needs (e.g. judgments, demands, physical violence).
4. **Prioritizing connection:** We aim to focus on connecting open-heartedly with everyone's needs instead of seeking immediate and potentially compromised solutions, especially in challenging situations.
5. **Beyond "right" and "wrong":** We aim to transform our habit of making "right" and "wrong" assessments (moralistic judgments), and to focus instead on whether or not human needs appear met (need-based assessments).

Choice, Responsibility, Peace

1. **Taking responsibility for our feelings:** We aim to connect our feelings to our own needs, recognizing that others do not have the power to make us feel anything. This recognition empowers us to take action to meet our needs instead of waiting for others to change.
2. **Taking responsibility for our actions:** We aim to recognize our choice in each moment, and take actions that we believe will most likely meet our needs. We aim to avoid taking actions motivated by fear, guilt, shame, desire for reward, or ideas of duty or obligation.

3. **Living in peace with unmet needs:** We aim to work with our feelings when we experience our needs as unmet, connecting with the needs rather than insisting on meeting them.
4. **Increasing capacity for meeting needs:** We aim to develop our internal resources, particularly our NVC skills, so we can contribute to more connection and greater diversity of strategies for meeting needs.
5. **Increasing capacity for meeting the present moment:** We aim to develop our capacity to connect in each moment with our own and others' needs, and to respond to present stimuli in the moment instead of through static stories about who we and others are.

Sharing Power (Partnership)

1. **Caring fully for everyone's needs:** We aim to make requests and not demands, thus staying open to the other's strategies to meet their needs. When hearing a "No" to our request, or when saying "No" to another's request, we aim to work towards solutions that attend to everyone's needs, not just our own, and not just the other person's.
2. **Increasing capacity for needs-based sharing of resources:** We aim to develop and practice needs-based strategies for sharing our world's resources with the goal of meeting the most needs for the most number of people and for the natural environment.
3. **Protective use of force:** We aim to use the minimum force necessary in order to protect, not to educate, punish, or get what we want without the other's agreement, and only in situations where we find that dialogue fails to meet an immediate need for physical safety. We aim to return to dialogue as soon as we have re-established a sense of physical safety.

Nonviolent Communication Quick Reference Guide

Expression	Empathy
Observation <i>When I see/hear . . .</i>	[Observation] <i>[When you see/hear . . .]</i>
Feeling <i>I feel . . .</i>	Feeling <i>Are you feeling . . .</i>
Need <i>Because I need . . .</i>	Need <i>Because you need . . .</i>
Request <i>Would you be willing...?</i>	[Request] <i>[Would you like...?]</i>

Observations: Description of what is seen or heard without added interpretations. For example, instead of “She’s having a temper tantrum,” you could say “She is lying on the floor crying and kicking.” If referring to what someone said quote as much as possible instead of rephrasing.

Feelings: Our emotions rather than our story or thoughts about what others are doing. For example, instead of “I feel manipulated,” which includes an interpretation of another’s behavior, you could say “I feel uncomfortable.” Avoid the following phrasing: “I feel like . . .” and “I feel that...” —the next words will be thoughts, not feelings.

Needs: Feelings are caused by needs, which are universal and ongoing and not dependent on the actions of particular individuals. State *your need* rather than the other person’s actions as the cause. For example, “I feel annoyed *because I need support*” rather than “I feel annoyed *because you didn’t do the dishes.*”

Requests: Asking concretely and clearly for what we want (instead of what we don't want). For example, “Would you be willing to come back tonight at the time we’ve agreed?” rather than “Would you make sure not to be late again?” By definition, when we make requests we are open to hearing a “no,” taking it as an opportunity for further dialogue.

Empathy: In NVC, we empathize with others by guessing their feelings and needs. Instead of trying to “get it right,” we aim to understand. The observation and request are sometimes dropped. When words are not wanted or are hard to offer, empathy can be offered silently.

Self-Empathy: In self-empathy, we listen inwardly to connect with our own feelings and needs. It is that connection which enables us to choose our next step.

UNIVERSAL HUMAN NEEDS

(without reference to specific people, time, actions, things - partial list)

Connection

Acceptance
Affection
Appreciation
Clarity
Communication
Community
Compassion
Intimacy
Love
Understanding

Interconnectedness

Belonging
Consideration
Cooperation
Mutuality
Support
Trust
Power
Competence
Effectiveness
Growth

Meaning

Contribution
Creativity
Hope
Inspiration
Learning
Autonomy
Choice
Respect
Spontaneity
Space

Peace

Beauty
Communion
Ease
Harmony
Order
Honesty
Authenticity
Integrity
Presence

Celebration

Joy
Mourning
Play
Physical needs
Nourishment
Rest
Sustenance
Shelter, cover
Touch

FEELINGS/EMOTIONS

(internal sensations, without reference to thoughts, interpretations - partial list)

When needs are not met:

Agitated

Uneasy
Restless
Troubled

Confused

Ambivalent
Torn

Disconnected

Withdrawn

Embarrassed

Chagrined
Flustered
Mortified

Frustrated

Annoyed
Exasperated
Impatient
Irritated

Sad/pained

Despairing
Devastated
Discouraged
Grief
Heartbroken
Hopeless
Hurt
Lonely

Scared

Alarmed
Apprehensive
Dread
Panicked
Suspicious
Terrified
Wary
Worried

Tense

Anxious
Nervous
Overwhelmed
Stressed
Vulnerable
Helpless
Protective
Yearning, longing

When needs are met:

Affectionate

Friendly
Loving
Openhearted
Tender
Warm
Hopeful

Grateful

Appreciative
Moved
Interested
Curious
Engaged
Fascinated

Happy

Confident
Delighted
Excited
Glad
Joyful
Thrilled

Peaceful

Calm
Content
Satisfied
Relaxed
Quiet, still
Trusting

Playful

Adventurous
Alive, lively
Energetic
Expansive
Mischievous
Wonder

(These lists are a collaborative effort of many, and adapted from Marshall Rosenberg's original list)

COLLOQUIAL EXPRESSION OF NEEDS

The phrases below are some suggestions for how you can expand the range of options available to you for expressing your needs and for guessing those of others (instead of always using the word “need”). On the dotted line you can insert any word from the needs inventory in the previous page. All of these phrases can be used as long as the consciousness we bring to them is that of needs. Otherwise we run the risk of blurring the distinction between needs and strategies.

You love..... is fun for you
You thrive on.... matters to you / is meaningful to you
You really enjoy.... makes your life feel worthwhile
You would be nourished by.... helps you feel well/good/whole/happy
You value.... is so important to you
You want....	
You long for....	

SAMPLE CONNECTION REQUESTS

The following are some possible ways of phrasing common connection requests during a dialogue.

A. Requests to support the quality of connection:

1. Would you tell me what you just heard me say?
2. Would you tell me your understanding of my feelings and needs?
3. Would you be willing to listen to me talk about my experience?
4. Would you tell me how you’re feeling about what I just said?
5. Would you tell me what specifically I can do that would help you feel more confident that I understand what you’re saying?

B. Requests to support connection towards solution:

1. Would you tell me what you need to know in order to agree to my request?
2. Would you tell me what needs of yours are preventing you from saying yes to my request?
3. Would you tell me what you’re hearing in my expression that’s leading you to say no to my request?
4. Would you brainstorm together to come up with solutions that would work for both of us?
5. Would you tell me if there is any way for us to work this out other than my agreeing to your request?
6. Would you tell me if you imagine any other strategies that would meet both of our needs?

Board of Governors



Pre-Read Materials for Updates and Reports: National Office Updates

Membership Report

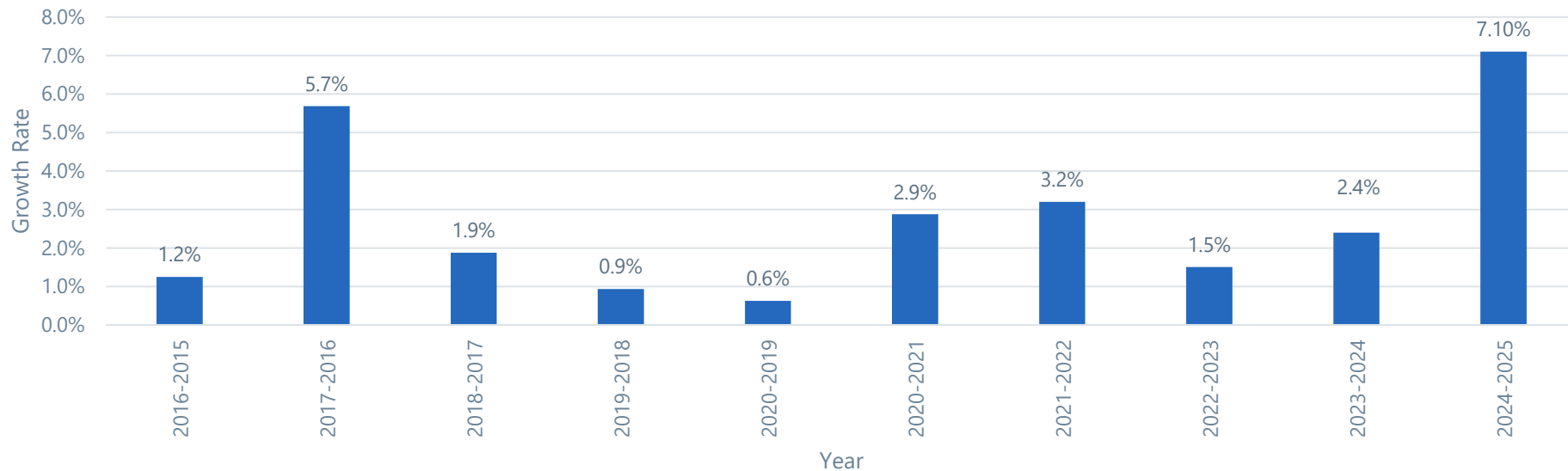
As of August 18, 2025

- 17,953 members
- 12-month growth rate as of July 2025: 7.1%
 - 2025 budget is 1.5% growth
- New members joined in 2025: 1,393
 - compared to 1,006 during same timeframe in 2024
- Retention rate (last 12 months): 82.3%
 - 2024: 81.2%
- Law Students: 1,009
 - compared to 1,314 in May 2024
- AAP Signups: 1,828
 - Retention rate to date = 57% (August was first month for AAP suspensions)
 - Goal for 2025 = 2,000

Membership History

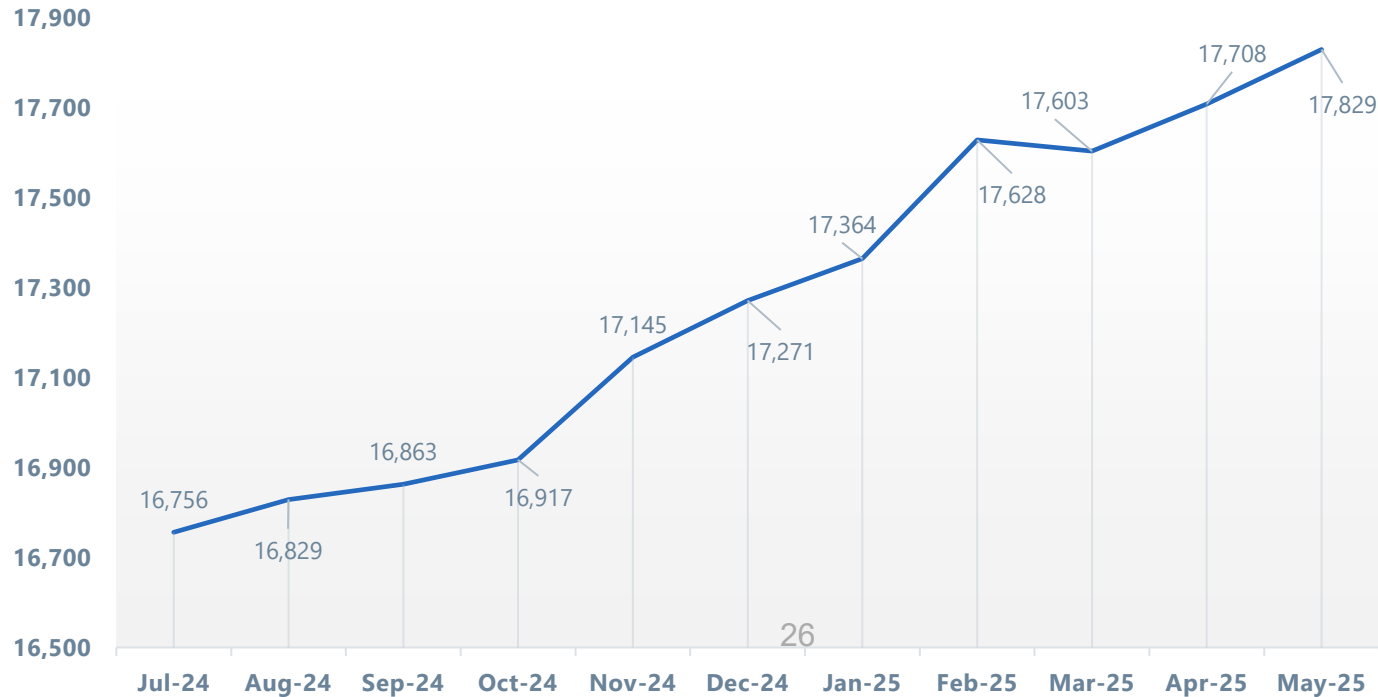
Excludes Law Student Members (past 10 years' trend)

Growth Rate (Past 10 Years Trend)



Membership Growth: July 2024 - July 2025

AILA Member Count
(excludes IAs, AAPs and students)



Board of Governors



Pre-Read Materials for Updates and Reports: Financial Update



AMERICAN
IMMIGRATION
LAWYERS
ASSOCIATION

MEMORANDUM

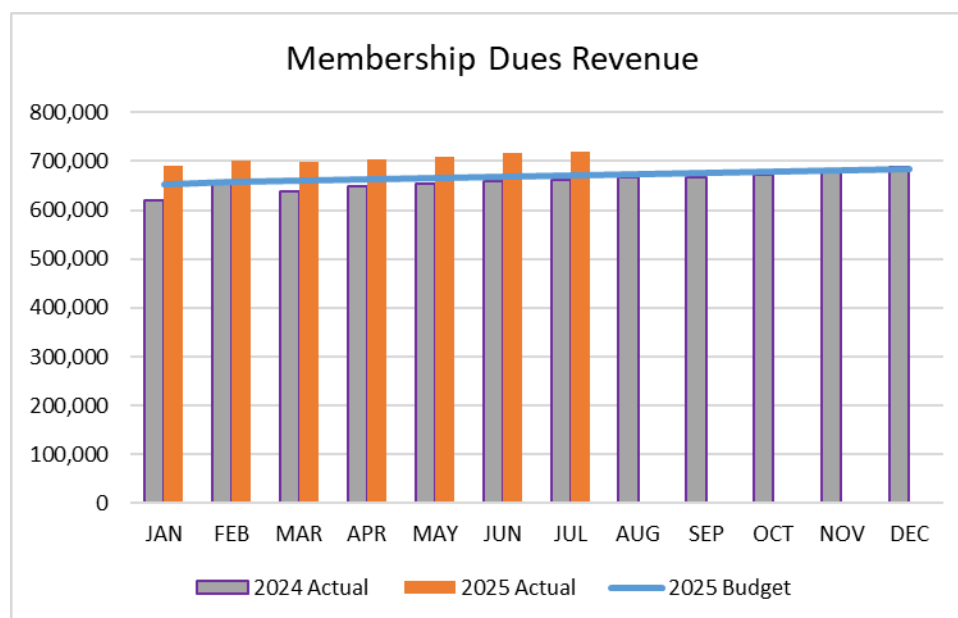
Date: August 25, 2025
To: AILA Board of Governors
From: Scott van den Berg, Controller
Re: **Financial Results through July 31, 2025**

The following report provides information and analysis of AILA's financial statements for the first seven months of 2025, which represents 58% of the fiscal year.

Operating Analysis

Total operating revenues of \$14.9 million were 71% of the annual budget.

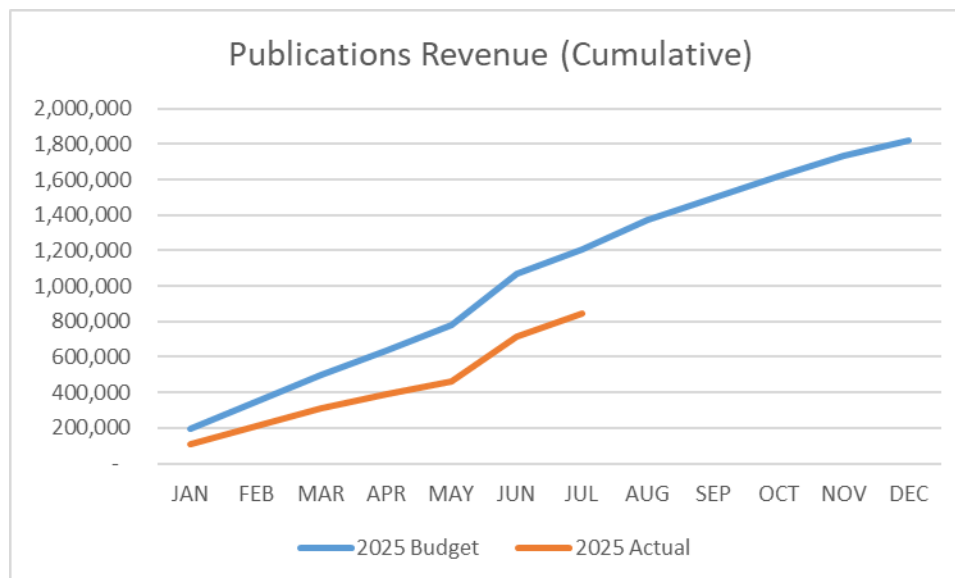
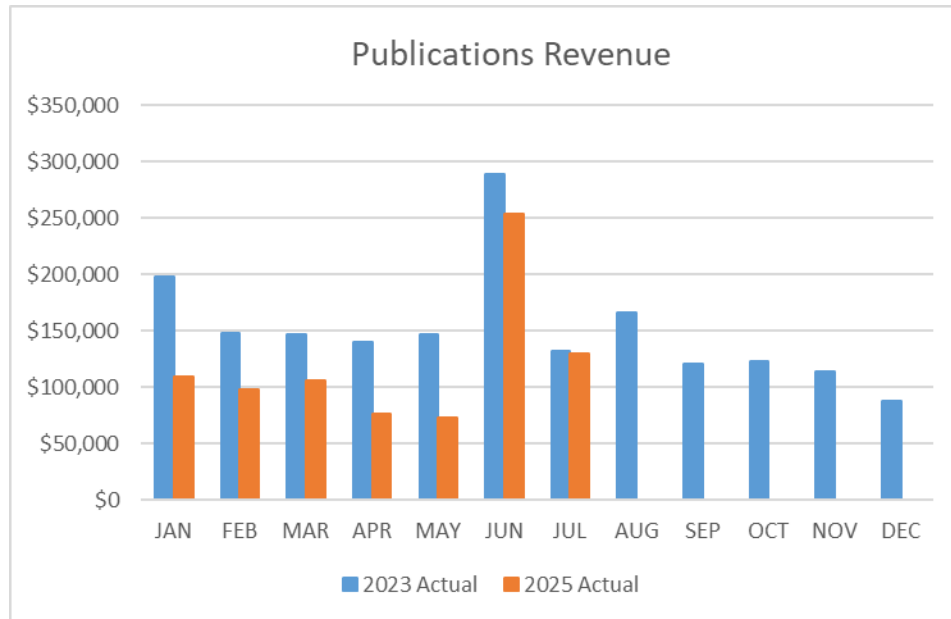
Membership Dues continued to report results above expectations with 61% of the annual budget realized as of July. July 2025 member counts reflect growth in 1st Year Memberships and higher overall retention rates when compared to July 2024.



The 2025 print publication sales budget was based on 2023 annual sales, which was the last non-release year for *Kurzban's Immigration Law Sourcebook*. As reported at the last Board of Governors meeting, publication sales had been trending significantly lower than budgeted expectations.

This trend was attributable, in part, to hesitation on the part of members to purchase publications in the midst of rapidly shifting law and policy. AILA have explored new tactics to bolster sales such as convening AILA University Roundtables featuring AILA authors.

In June 2025, Kurzban Lawbook sales continued to be lower than expected while new releases of the Cookbook, INA, and CFR titles increased sales. These new titles drove July results to almost reach the monthly budget for July, while Kurzban sales remained lower than expected. While July results were encouraging, there is still significant concern about whether publication sales will achieve monthly sales targets for the remainder of the year.



The 2025 Annual Conference far surpassed budget expectations with 3,752 paid registrations compared to a budget of 3,034 registrations. In total, Annual Conference revenue was \$0.9 million greater than budget, although additional costs related to increased attendance are anticipated to reduce a portion of this budget favorability.

Annual Conference Registrations

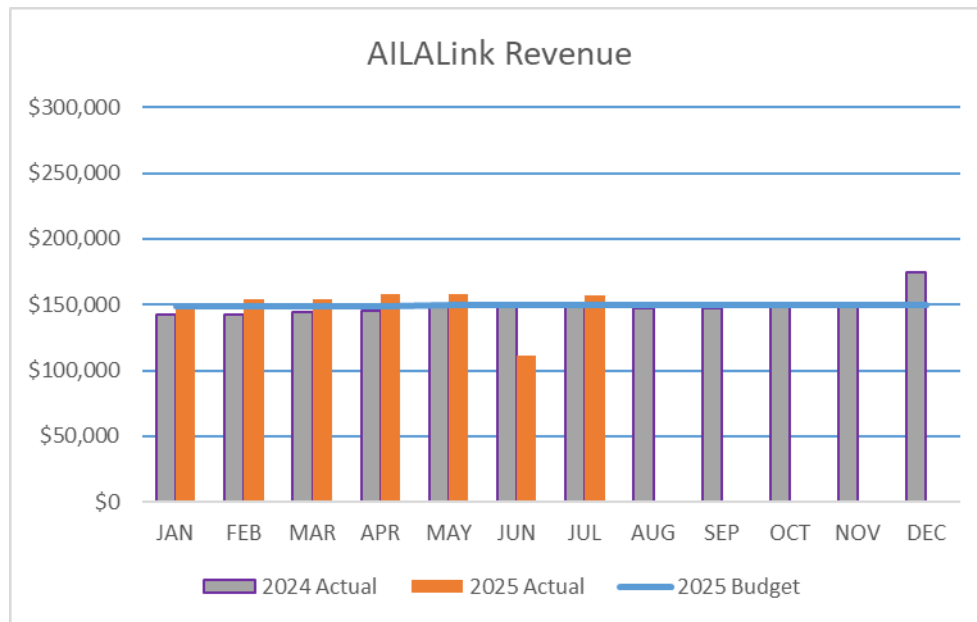
	Virtual 2025	In-Person 2025	Total 2025
Budget	1,106	1,928	3,034
Actual	1,037	2,715	3,752
% Budget	94%	141%	124%

AILA completed six of nine live Other Conference events for 2025 as of July. This area has achieved mixed results throughout the year, with the Midyear Conference exceeding revenue budget targets. The Hot Topics, Global, and Federal Courts Conferences essentially achieved budget, while the Spring and Paralegals Conferences had lower than expected attendance. The three remaining live conferences are the Fall, New York, and California Conferences.

Other Conference Revenue

	YTD 7/31/2025	Annual Budget	Budget Variance
<i>Total Other Conferences</i>	<i>1,540,757</i>	<i>2,602,965</i>	<i>59%</i>
Midyear Conference	132,690	101,750	130%
Spring Conference	162,715	232,585	70%
Hot Topics Conference	151,160	143,000	106%
Global Conference	105,005	108,175	97%
Paralegals Conference	228,370	293,185	78%
Federal Court Conference	138,460	136,100	102%

AILALink subscriptions revenue reported 58% of the budget as of July 2025. These results included a \$0.1 million federal government purchase order that was terminated in June. With the termination finalized, revenue recognized from the federal contract in previous months was eliminated and reduced overall revenue for the month of June. July monthly revenue returned to budgeted levels, and it is anticipated that *AILALink* will achieve near budgeted levels for 2025.



Total operating expenses were 47% of the annual budget after seven months (or 58% of the year). Departments with a significant expense variance from average expenditure levels (as reported within the *Statement of Activities* on page 9) were as follows:

Annual Conference expenses were only 32% of the annual budget. The majority of invoices related to the Annual Conference are paid either immediately prior to or after the June 2025 event. For 2025, the main contracts did not require the level of prepayments compared to prior years and most invoices had yet to be paid as of July.

Other Conferences expenses were 39% of the annual budget. Though 6 of 9 live events occurred as of July, the close out of live event expenses is usually 3 or 4 months after the event date.

AIC Support includes the two major activities of staff resource sharing and annual contributions. AIC pays AILA for the shared resources, which is reported as AIC Support revenue. This resource sharing is consistent throughout the year. Annual contributions are mainly expended in December and therefore total expenses within this area were only 35% as of July.

As an alternative view of expenses as reported in the *Statement of Activities*, below is an analysis of operating expenses by line-item natural expense groupings:

Expenses by Natural Accounts

Natural Account	Current Year			Prior Year	
	YTD 7/31/2025	Annual Budget	% of Budget	YTD 7/31/2024	% of YR Final
Salaries / Benefits	6,019,658	11,349,086	53%	5,823,679	54%
Consulting Services	835,316	1,388,588	60%	919,925	59%
Travel	279,068	903,126	31%	303,562	53%
Event Specific	364,595	2,459,854	15%	1,622,656	77%
Royalties	118,368	194,178	61%	1,143,023	94%
Grants/AIC Contributions	2,252	362,809	1%	65,202	20%
Pubs Fulfillment / COGS	134,072	360,100	37%	141,499	27%
Building Management	257,303	358,421	72%	175,632	49%
Mortgage Interest	294,496	614,000	48%	358,370	60%
Software Licenses/Subs	256,670	555,512	46%	205,607	46%
Depreciation	733,841	1,434,876	51%	741,550	53%
Bank Service Fees	393,861	510,269	77%	373,578	69%
Insurance	1,774	149,700	1%	7,291	5%
Taxes	112,222	248,750	45%	139,879	53%
Other	280,442	752,867	37%	295,570	56%
Total Expenses	10,083,940	21,642,135	47%	12,317,022	58%

Major line-item expenses with significant variances (greater than 10% above or below the average 58% of annual expenses as of July) are as follows:

- **Travel** expenses reported at 31% of the annual budget and occur throughout AILA operations. The majority of travel is held within Leadership, Conference, and Advocacy activities. As of July, YTD expenditures have been lower than the prior year within Board/ExCom activities since the majority of Board reimbursement requests had yet to be processed by July 31, 2025. The travel budget was larger in 2025 due to anticipated growth in advocacy and conference activities, but actual travel expenses had yet to increase as anticipated.
- **Event Specific** expenses relate to the cost of providing live conference events. Expenses have been lower to date when compared to 2024, and this major variance is due to fewer expenses being paid in advance of the event. It is anticipated that Annual Conference event costs will be fully captured in the next two months to significantly reduce this variability.
- **Contributions** are provided to AIC, with the majority processed in December of each year. This provides a different view of the AIC Support functional activity without staffing costs. Annual AIC cash contributions are budgeted at \$358,809 for 2025.
- **Publications Fulfillment** expenses relate to the cost of goods sold (COGS) and the distribution of those orders. Lower print publication sales resulted in lower costs of goods sold as of July.
- **Building Management** expenses were higher than average due to the termination of the external storage contract, with the full budget expended in January. There have also been greater than anticipated building maintenance costs that required attention, including reoccurring issues with the elevator.

- **Software Subscriptions/Licenses** typically are lower during the first half of the year with many large annual subscriptions occurring in the second half of the year.
- **Bank Fees** were higher compared to July 2024 due to the increase in total revenue, as well as slightly increased merchant fee rates. It is anticipated that these expenses will be marginally overbudget at year end due to higher-than-expected revenue.
- **Insurance** policies are paid annually with most policies renewed in July. The annual renewal process was completed in July, and it is anticipated that insurance costs will align with the annual budget with premium payments made in August.
- **Taxes** are mainly building property taxes paid biannually in March and September.
- **Other** expenses relate to a variety of expenses with lower cost levels such as printing and postage. These expenses are managed with an intent towards cost savings whenever possible. They are also typically expended at lower levels during the first half of the year.

Net operating results as of July were significantly favorable overall compared to the annual budget and prior year-to-date results. With 58% of the year reported, July results indicate that AILA will exceed its annual budget target for 2025. This is mainly due to the significantly favorable results from the Annual Conference, though this favorability will be reduced by lower than anticipated sales of publications.

Statement of Financial Position

Assets

AILA's assets as of July 31, 2025, totaled \$41.3 million and were \$5.3 million greater than total assets one year ago.

Cash and equivalents were \$11.4 million and \$4.0 million greater than July 2024. The increase in cash over the past year was driven by several factors including a decrease in AIC receivables, increased deferred revenue, and significant depreciation of non-building fixed assets. Another significant factor was the payment timing of Annual Conference event expenses compared to the prior year.

Accounts Receivable consisted mainly of membership dues payment plans. Receivables of \$0.4 million as of July were at normal levels given the use of the membership payment plans.

Fixed assets include headquarters building/land, along with furniture, software, and equipment assets. As of July 2025, fixed assets were \$18.1 million, which was \$0.9 million lower than last year. Fixed assets are increased by purchases and decreased by depreciation. Over the last 12 months, there has been \$0.4 million in fixed asset purchases. During the same time, depreciation of the existing building, furniture, and equipment (including AILA Anywhere assets) decreased the value of fixed assets by \$1.3 million.

Investments were \$6.7 million, which was an increase of \$0.6 million compared to the portfolio value as of July 2024. With no additions or withdrawals to the portfolio, this increase reflected the net return on investment during the past 12 months.

Liabilities

Total liabilities of \$17.6 million were \$1.3 million higher than last June. This is mainly due to the new Long-Term Payable for the Kurzban copyright and naming license of \$1.8 million. Other major changes in liabilities include a \$0.5 million reduction of the mortgage loan through a scheduled principal payment made in June 2025.

Net Assets

Net assets were reported in two subcategories. The first reflects current year-to-date net results of a \$5.8 million gain as of July 2025, which was \$3.2 million greater than year-to-date results as of July 2024. This increase in net assets will diminish throughout the remainder of the year based on the budgeted operating deficit for 2025.

The second subcategory is accumulated net assets from prior years. Prior year net assets were \$17.8 million at the end of 2024 compared to \$17.0 million at the end of 2023. The difference was the \$0.8 million increase in total net assets from 2024 results. In total, net assets increased \$4.0 million from July 2024 to July 2025.

**American Immigration Lawyers Association
Statement of Financial Position**

	<u>7/31/2025</u>	<u>7/31/2024</u>
Assets		
Cash & Equivalents	\$11,403,732	\$7,444,273
Fixed Assets		
Land	6,316,372	6,316,372
Building and Bldg Improvements	9,456,535	9,848,138
Furniture & Equipment	<u>2,297,761</u>	<u>2,839,398</u>
Total Fixed Assets	18,070,668	19,003,908
Other Assets		
Accounts Receivable	445,480	554,893
Due from AIC	1,087,313	1,533,619
Inventory	204,045	140,372
Prepaid Expenses	942,763	228,500
Investments	6,713,984	6,051,385
Deferred Compensation	771,738	1,018,299
Intangible Asset - Kurzban IP	<u>1,680,000</u>	
Total Other Assets	11,845,323	9,527,068
Total Assets	<u><u>41,319,723</u></u>	<u><u>35,975,249</u></u>
Liabilities and Net Assets		
Liabilities		
Accounts Payable	139,577	203,141
Due to AIC	491,919	521,135
Accrued Expenses	267,335	266,171
Deferred Revenue	5,111,770	4,686,513
Mortgage Bond	9,215,000	9,710,000
Long-Term Payable - Kurzban IP	1,800,000	
Deferred Compensation Payable	771,738	1,018,299
Valuation of Debt Instruments	<u>(148,272)</u>	<u>(62,018)</u>
Total Liabilities	17,649,067	16,343,241
Net Assets		
Current Year Surplus or (Deficit)	5,847,050	2,620,047
Retained Earnings	<u>17,823,606</u>	<u>17,011,961</u>
Total Net Assets	23,670,656	19,632,008
Total Liabilities & Net Assets	<u><u>41,319,723</u></u>	<u><u>35,975,249</u></u>

**American Immigration Lawyers Association
Statement of Activities**

	YTD 7/31/2025	Annual Budget	% of Budget	YTD 7/31/2024	% of 2024
Revenue					
Dues	4,938,200	8,030,000	61%	4,535,317	57%
Publications					
Print	846,777	1,818,677	47%	1,682,610	68%
Digital	1,044,300	1,866,730	56%	1,020,833	56%
Annual Conference	5,033,993	4,132,572	122%	4,683,183	100%
Other Conferences	1,540,757	2,602,965	59%	1,243,506	57%
Practice & Professionalism Center	-	29,000	0%	-	N/A
Practice Resources	184,500	206,800	89%	154,210	80%
Member Services	77,835	170,165	46%	8,245	19%
Marketing & Creative Services	689,828	1,109,000	62%	591,138	56%
AIC Support	257,308	430,340	60%	146,834	46%
Interest Income & Misc Revenue	114,148	205,200	56%	143,951	61%
Tenant Leasing	165,234	283,256	58%	163,229	58%
Grants	-	-	N/A	3,750	10%
Total Operating Revenue	14,892,880	20,884,705	71%	14,376,806	68%
Expense					
Communications	386,201	741,216	52%	387,940	56%
Government Relations	1,195,370	2,397,218	50%	1,238,522	55%
Education	167,530	347,211	48%	174,810	53%
Annual Conference	793,406	2,495,092	32%	1,663,043	84%
Other Conferences	1,094,907	2,817,139	39%	1,322,197	53%
Practice & Professionalism Center	381,818	742,199	51%	401,587	54%
Practice Resources	712,113	1,329,801	54%	726,370	55%
Publications	1,053,059	2,111,441	50%	1,960,008	66%
Member Services	1,146,146	2,176,774	53%	1,169,979	54%
Marketing & Creative Services	847,906	1,690,001	50%	916,320	54%
AIC Support	302,944	872,450	35%	251,804	35%
Leadership	885,988	1,770,717	50%	996,044	55%
Management & General	1,075,836	2,080,976	52%	1,067,682	52%
Tenant Leasing	40,716	69,900	58%	40,716	58%
Total Operating Expense	10,083,940	21,642,135	47%	12,317,022	58%
Operating Net	4,808,940	(757,430)		2,059,784	
Gains/Losses on Investments	533,110			560,263	
Gain/Loss on Value of Swap Hedge	-			-	
Gain/Loss on Escrow Deposit	505,000				
Total Net	5,847,050			2,620,047	

Board of Governors



**Pre-Read Materials for
Updates and Reports:
American Immigration Council Update**



To: AILA Board of Governors
 From: Jeremy Robbins, Executive Director, American Immigration Council
 Date: September 2, 2025
 Re: Updates from the American Immigration Council

Dear Board of Governors,

These last seven months have been some of the most challenging for those working to support immigrant communities. We're facing unprecedented and complex policy shifts and legal battles, testing the resilience of our systems and our teams. These developments are unfolding amid intensifying humanitarian crises both at home and abroad.

Anti-immigrant sentiment, coupled with fewer checks and balances, has allowed the Trump administration to act on its worse impulses. It has made it harder for immigrants to simply exist in public spaces, turning schools, churches, and hospitals into targets for enforcement. Measures framed as enhancing public safety — like deploying the National Guard to our nation's capital — serve only to intimidate immigrants and the communities that support them.

But there are also glimmers of hope. Efforts to stir national panic over immigration are beginning to backfire, as the public increasingly recognizes these actions as discriminatory. The pendulum of public sentiment has started to swing back toward the side of compassion and fairness. A recent [Gallup poll](#) illustrates the trend: a record 79% of Americans now view immigration as good for the country. Support for a border wall and mass deportation has plummeted, while more Americans favor a pathway to citizenship for undocumented immigrants. Only 30% now want immigration reduced, down from 55% just a year ago.

These trends affirm our long-standing belief: we *can* create a nation that embraces immigrants and values their contributions. This is a pivotal moment to advance our mission, which continues to grow in relevance and resonance with the broader public.

The Center for Inclusion and Belonging as a Model for Change

With the public weary of cruel enforcement measures and their impact, this is a critical time to continue investing in fostering understanding and inclusion. The Council's Center for Inclusion and Belonging (CIB) is uniquely positioned to serve as a model for change.

Our team is developing a new, evidence-based *Belonging Playbook* designed to equip advocates, partners, and community leaders with practical tools to counter division and foster unity.

The *Belonging Playbook* will be shaped by insights from the Council's Belonging Innovation Lab, an 18-month fellowship that supported 12 nonprofits — from colleges and literacy centers to mutual aid societies and community garden initiatives. These organizations shared their lessons in our [Transforming Together report](#), providing real-world, replicable strategies to guide the playbook.

Together, the Belonging Playbook and Belonging Innovation Lab, position us as thought leaders and architects of a hopeful, scalable approach to bridging divides. This also extends our impact beyond federal policy change, offering new pathways to shift public attitudes and strengthen democracy in local communities nationwide.

In the Courts

Our country's legal system has been strained to the limits, yet our team has responded to each obstacle with clarity and determination. From filing suit against unlawful state actions in Tennessee to partnering with AILA to challenge the administration's registration requirement in federal court, our legal and advocacy efforts have never been more urgent — or more relentless.

Fighting Tennessee's 'Harboring' Law

On June 20, alongside our partners, we filed a federal [lawsuit challenging Tennessee's Senate Bill 392](#), a law that criminalizes "harboring" undocumented immigrants when there is any financial component to providing shelter. The law — which creates a felony criminal penalty under state law for the mere act of providing "shelter" — could potentially implicate faith groups, family members, and nonprofits providing basic assistance.

Our suit contends that the new law illegally encroaches on the federal government's power to regulate immigration, is unconstitutionally vague, and infringes on the First Amendment rights of religious groups. We are seeking judicial relief to block the law.

Asylum Turnback Case 3.0

On June 11, the Council and our partners filed *Al Otro Lado, Inc. v. Trump*, our third class-action [lawsuit challenging the government's turnback policies](#) at the southern border. The suit challenges a new U.S. Customs and Border Protection (CBP) directive that effectively shuts down the right to seek asylum at ports of entry — rights guaranteed under U.S. and international law.

The new policy also abruptly cancelled over 30,000 scheduled CBP One appointments, leaving thousands who followed the government's own process stranded in limbo. This case is a critical stand against unlawful border practices and a fight to uphold the right to seek safety.

This case builds on our success in AOL 1.0, where we successfully challenged the Trump administration's metering policy that unlawfully restricted asylum seekers' access to ports of entry. The court's ruling, recently upheld by the Ninth Circuit, reaffirmed the right to seek asylum at ports of entry. In this new suit, we continue to challenge policies that limit access to protection, ensuring government actions align with established legal and international standards.

A New Tool on Refugee Resettlement Data

When the State Department quietly stopped publishing key refugee resettlement data, we noticed — and took action. After our FOIA request was ignored, we sued and won access to the information.

With the data in hand, our team developed an [interactive tool](#) showing how many refugees have resettled in each state, along with key demographic details, taking care to protect their privacy. This new tool showcases a unique and valuable datapoint that not even the U.S. government had provided in the past. Now, advocates and communities have a vital resource to better support refugees nationwide.

Council and AILA Team Up to File Suit Against DHS and USCIS

In March, U.S. Citizenship and Immigration Services (USCIS) abruptly stopped processing green card applications for tens of thousands of asylees and refugees, citing additional vetting under a prior executive order.

This raised serious concerns, as these individuals already undergo extensive screening before applying. With little explanation from the government, the Council and AILA filed FOIA requests with USCIS and the U.S. Department of Homeland Security in April seeking transparency.

When the agencies failed to respond, we filed suit in the U.S. District Court for the District of Columbia in June to compel the release of records. Our litigation has already produced results: USCIS disclosed that the pause had been lifted—something the agency had not previously announced. However, our work is far from over. We are continuing to litigate to obtain more information about the newly introduced vetting procedures and the government's reasoning behind the suspension.

Amplifying our Reach

Since relaunching our website in June, the Council has seen rapid growth in both audience and engagement — keeping our work at the forefront of the conversation.

Website Relaunch

The Council's first major website overhaul in nearly a decade is more than a visual update — it's a strategic tool to advance our mission. The new platform enhances visibility, deepens engagement, and reinforces our role as a trusted resource. Designed for attorneys, policymakers, educators, and business leaders, the site now offers tailored tools and resources, easier access to webinars, data visualizations, and reports, and localized immigration statistics to support community-based advocacy.

Growing Reach and Impact

In the first seven months of 2025, the Council's website drew more than 4.3 million unique visitors — already surpassing all of 2024. Page views nearly doubled, and email sign-ups rose 7%, signaling deeper engagement across the board.

Our content is also reaching wider audiences through search: in 2024, we recorded 2.1 million Google organic clicks. This year, we've already reached 1.9 million, on pace to exceed last year's performance.

In the Media

Council experts and resources continue to appear in an impressive array of media, across channels, mediums, and the political spectrum.

Notable recent appearances include [Last Week Tonight with John Oliver](#), [The New York Times](#), the [Wall Street Journal](#), [MSNBC](#), and the [Associated Press](#) — with more than 270 additional reprints in AP-affiliated publications across the country).

Programmatic Wins and Publications

The Council continues to provide rapid, in-depth analysis of changes under the Trump administration. Recent reports have detailed the wide-ranging economic and humanitarian impact of the administration's [travel ban](#), as well as sweeping policy [shifts](#) that highlight the administration's broader immigration goal: to permanently redefine who belongs in America, and dramatically change how power is wielded by the federal government.

Council [analysis](#) on these and other Trump-era policies have been featured prominently in outlets including, [Reuters](#), [Rolling Stone](#), and [Fox News](#).

We are also building strategic partnerships to broaden our impact, including close collaboration with Jason Houser, former ICE chief of staff. Together we are mobilizing a coalition of law enforcement and government leaders to highlight the consequences of Trump-era immigration policies. Our joint op-eds in outlets like [The Hill](#) and [The New York Times](#), have amplified these voices and advanced practical, humane policy solutions.

Increasing Access to Justice

The Immigration Justice Campaign (IJC) continues to expand its reach, partnering with organizations across 10 states — from Texas and New Mexico to New York and Massachusetts.

To address the growing strain on local resources, the team is developing a dedicated hotline providing critical referral services to noncitizens in remote detention centers, ensuring no one falls through the cracks.

Despite the challenging environment, IJC attorneys have successfully won 27 cases this year, including 21 for clients in detention. As releases become harder to secure — even for those who win their cases — IJC has intensified its advocacy efforts.

These experiences reflect a larger reality: immigrants are routinely detained, denied due process, and left to navigate a complex legal system alone. IJC remains committed to representing and advocating for those facing these extreme challenges, underscoring the essential role it plays in protecting rights and ensuring access to justice.

Influence at the State and Local Level

Our State & Local team continues to build strong relationships with leaders and stakeholders nationwide, helping shape policies that welcome newcomers and strengthen communities. We now engage with 24 governors offices — representing over 30 million immigrants — providing tailored analysis, messaging, data, and research to support locally- informed reforms.

We are also elevating business voices: Our 90+ member national chamber network recently launched a steering committee to advance immigration solutions and support talent retention.

In challenging environments like Texas, we empower trusted local leaders to counter harmful narratives and open doors to policymakers. These efforts reinforce a key lesson: communities respond to the voices they know and trust, and credibility is essential for lasting change.

Driving Change and Building Momentum

Our impact is clear: from public opinion and legal victories, belonging initiatives, digital innovation, and sharp research. Each advance strengthens resilience, empathy, and justice. Our work is a strategic effort to protect rights, expand access, and shape a more inclusive national narrative, even amid growing challenges.

None of this would be possible without the partnership and steadfast support of the AILA community. With momentum on our side, I'm excited to see what we can continue to achieve together, from smart policies to stronger, more inclusive communities.

In partnership,



Jeremy



Board of Governors
Pre-Read Materials for
Additional Resources

AILA BOARD OF GOVERNORS
VALUES AND COMMITMENT STATEMENT
effective 5.2.2024

MISSION-DRIVEN: As board members, we are intentionally guided by AILA's mission statement at all times: To promote justice, advocate for fair and reasonable immigration law and policy, advance the quality of immigration and nationality law and practice, and enhance the professional development of AILA members.

COLLEGIABILITY: We recognize the best of intentions of all board members, association members, and staff, and maintain an attitude of acceptance, respect, and trust for one another and for all points of view. When someone misspeaks, we extend grace and understanding.

UNITY OF PURPOSE AND ACTION: We commit to collective decision-making in service of AILA's mission. Even when we disagree with a board decision reached by the majority, we commit to the success of every board or organizational action and speak with a unified voice. Even when we may choose not to publicly support a decision, we never undermine it.

CONSTITUENCY OF THE WHOLE: We recognize that each board member is elected to serve the entire organization, not a particular chapter, practice type, group, or issue. We work together to understand and represent all groups within AILA.

CANDID COMMUNICATION: We engage in respectful and constructive dialogue. We strive to hear and acknowledge the thought and emotion behind each act of communication and to respond with empathy. Even when we disagree, we communicate agreeably and calmly. We encourage and seek a diversity of perspectives before reaching conclusions. We actively listen first, speak second, and encourage the asking of questions. We use board meetings and the board listserv for board business. We engage transparently, bravely, and assuming no malice.

HARD WORK: We are respectful of the time commitment we each make to this Board. Accordingly, we show up to all board discussions and meetings well prepared to engage with thoughtful energy having read the meeting materials and all other relevant available resources in advance.

STRATEGIC VISION: We develop strategy and high-level direction for AILA as a whole and empower committees, and staff to carry out the tactical and operational work that supports that strategy.

AMBASSADORSHIP: We support, explain, and promote AILA's vision, policies, and decisions. We listen and respond to needs and concerns raised by the membership consistent with our mission and resources. We model and embody these values and commitments in all interactions with one another, and with other AILA members.

TEAMWORK AND INCLUSIVITY: With steadfast integrity, flexibility, and mutual accountability we work as a team to advance AILA's mission. We know that the best way to do this is to welcome and celebrate the entire AILA community in a spirit of learning and engagement. We work to build a culture of inclusivity where all identities and perspectives are considered.

EQUITY: We recognize that as leaders, we have important influence and power within AILA. We take care to use our power responsibly and collectively. We seek and encourage opportunities for meaningful contribution from all board members. We are mindful of ensuring access and support all board members so that they have what they need to succeed as leaders within AILA.

LEADERSHIP CULTIVATION: We actively strive to identify, nurture, and support a diverse group of new leaders for our organization, and to provide the tools and training our board members need to be productive and successful.

GRATITUDE: We are grateful for the time, energy, and talents each of us has uniquely agreed to contribute to AILA and its work.

ACCOUNTABILITY: While acknowledging we are all fallible, we will hold one another accountable to the above values and commitments, and will take responsibility and course correct when we fall short.



AMERICAN
IMMIGRATION
LAWYERS
ASSOCIATION

AILA Past Presidents

As of June 9, 2025

2024-2025: Kelli Stump, Oklahoma City, Oklahoma
2023-2024: Farshad Owji, San Francisco, CA
2022-2023: Jeremy McKinney, Greensboro, NC
2021-2022: Allen Orr, Washington, DC
2020-2021: Jennifer Minear, Washington, DC
2019-2020: Marketa Lindt, Chicago, IL
2018-19: Anastasia Tonello, New York, NY
2017-18: Annaluisa Padilla, La Habra, CA
2016-17: William A. Stock, Philadelphia, PA
2015-16: Victor D. Nieblas Pradis, City of Industry, CA
2014-15: Leslie A. Holman, Burlington, VT
2013-14: T. Douglas Stump, Oklahoma City, OK
2012-13: Laura Lichter, Denver, CO
2011-12: Eleanor Pelta, Washington, DC
2010-11: David W. Leopold, Cleveland, OH
2009-10: Bernard P. Wolfsdorf, Santa Monica, CA
2008-09: Charles H. Kuck, Atlanta, GA
2007-08: Kathleen Campbell Walker, El Paso, TX
2006-07: Carlina Tapia-Ruano, Chicago, IL
2005-06: Deborah J. Notkin, New York, NY
2004-05: Paul L. Zulkie, Chicago, IL
2003-04: Palma R. Yanni, Washington, DC
2002-03: John L. "Jack" Pinnix, Raleigh, NC
2001-02: Steven M. Ladik, Dallas, TX
2000-01: Margaret A. Catillaz, Rochester, NY
1999-00: Steven A. Clark*, Cambridge, MA
1998-99: Jimmy Wu, Seattle, WA
1997-98: Margaret H. McCormick, Chicago, IL
1996-97: Denyse Sabagh, Washington, DC
1995-96: Daryl R. Buffenstein, Atlanta, GA
1994-95: Peter D. Williamson, Houston, TX
1993-94: Hope M. Frye, Novato, CA
1992-93: Ted Ruthizer, New York, NY
1991-92: Howard S. "Sam" Myers III, Minneapolis, MN
1990-91: Edwin R. Rubin, Newark, NJ

1989-90: Polly A. Webber, San Jose, CA
 1988-89: H. Ronald Klasko, Philadelphia, PA
 1987-88: Ira J. Kurzban, Miami, FL
 1986-87: Dale M. Schwartz*, Atlanta, GA
 1985-86: Jules E. Coven*, New York, NY
 1984-85: Michael N. Weiss, Miami, FL
 1983-84: Seymour Rosenberg*, New York, NY
 1982-83: Robert E. Juceam, New York, NY
 1981-82: Charles C. Foster, Houston, TX
 1980-81: Allen E. Kaye, New York, NY
 1979-80: Jonathan Avirom, New York, NY
 1978-79: Steven S. Mukamal, New York, NY
 1977-78: Benjamin Gim*, New York, NY
 1976-77: H. Gerald Malmud, New York, NY
 1975-76: Stanley Mailman, New York, NY*
 1974-75: James J. Orlow*, Philadelphia, PA
 1973-74: Edith Lowenstein*, New York, NY
 1972-73: Leon Rosen*, New York, NY
 1971-72: Esther M. Kaufman*, New York, NY
 1970: Leon Wildes, New York, NY
 1969: John S. Manos*, Philadelphia, PA
 1968: Elmer Fried*, New York, NY
 1967: Isidor Ostroff*, Philadelphia, PA
 1966: John J. Barry*, New York, NY
 1965: Helen E. Bertas*, Philadelphia, PA
 1964: Saul Kies*, New York, NY
 1963: Anita Streep*, New York, NY
 1962: George Gershenfeld*, Philadelphia, PA
 1961: Haskell R. Barst*, New York, NY
 1960: Andrew Reiner*, New York, NY
 1959: Albert J. Persichetti*, Philadelphia, PA
 1958: William B. Rothschild*, New York, NY
 1957: Arthur S. Schapira*, New York, NY
 1956: Max Weitz*, New York, NY
 1955: Jack Wasserman*, Washington, DC
 1954: Lena Orlow Ginsburg*, Philadelphia, PA
 1953: Edward L. Dubroff*, New York, NY
 1952: Filindo B. Masino*, Philadelphia, PA
 1951: Gustav Lazarus*, New York, NY
 1950: Jacob W. Rozinsky*, New York, NY
 1949: Gaspare M. Cusumano*, New York, NY
 1947: Joshua S. Koenigsberg*, New York, NY
 1948: Abram Orlow*, Philadelphia, PA

** indicates the individual is deceased*

American Immigration Lawyers Association

Board Meeting Attendance Requirements

As of July 2021



AILA's Bylaws outline the attendance requirements for Elected Directors and Past Presidents:

Section 4, 4.5

Past Presidents

- A. To remain a Governor, each past President must attend at least two meetings of the Board in any given Association year (June 1–May 31). For purposes of fulfilling this attendance requirement, the Board meeting held at the Annual Conference of the Association is not counted.
- B. If a past President fails to meet the attendance requirement in two consecutive Association years, the past President's membership on the Board expires with the conclusion of the Board meeting at which it is determined that the past President can no longer fulfill the minimum attendance requirement.
- C. The Executive Committee may waive the minimum attendance requirement for a past President on the grounds of absence necessitated by Association business or emergent personal circumstances. The Executive Committee's decision may be appealed to the Board of Governors.

Section 4, 4.6

Elected Directors

- A. The 21 Elected Governors serve for terms of three years and are divided equally into three classes, with the term of one class expiring each year.
- B. The term of office of an Elected Governor who is absent from three consecutive meetings of the Board expires at the adjournment of the third consecutive missed meeting.
- C. Each Elected Governor must attend at least two in-person meetings of the Board during the 12-month period immediately following each Annual Meeting of the Association if the Board meets at least twice during that period. For purposes of fulfilling this attendance requirement, the Board meeting held at the Annual Conference of the Association is not counted. If an Elected Governor is absent from any in-person Board Meeting and it is determined that the Governor can no longer fulfill the minimum two in-person Board meeting requirement prior to the next Annual Meeting of the Association, that director's term of office expires at the adjournment of that missed meeting.
- D. Where a missed meeting giving rise to the expiration of an Elected Governor's term occurs more than 100 days prior to the date the term of office would have otherwise expired, the Board may fill the vacancy until the next annual election.
- E. Where a missed meeting giving rise to the expiration of an Elected Governor's term occurs 100 or fewer days prior to the date the term of office would have otherwise expired, the Board may not fill the vacancy, which must be filled at the next annual election.
- F. An Elected Governor whose term of office expires due to failing to meet the attendance requirements set forth in this Section 4.6 is eligible to be renominated and reelected to the Board of Governors.
- G. The Executive Committee may waive the minimum attendance requirements for Elected Governors on the grounds of absence necessitated by Association business or emergent personal circumstances. The decision of the Executive Committee may be appealed to the Board of Governors

AILA Staff will track the attendance of all Board members, including Past Presidents and Elected Directors. If an individual is unable to attend a Board Meeting, it is recommended that they communicate this to AILA as soon as possible.

AILA will ask all Past Presidents and Elected Directors through an attestation to acknowledge the BOG Attendance Requirements and confirm that they have met them. Past Presidents will also be asked to confirm whether they wish to transition to Board Emeritus or not.

To request a waiver form, individuals should contact Kay Ciesla at: kciesla@aila.org

Parliamentary Procedures At-A-Glance

Here are some motions you might make, how to make them, and what to expect of the rules:

To Do This	You Say This	May you interrupt the speaker?	Do you need a second?	Is it debatable?	Can it be amended?	What vote is needed?	Can it be reconsidered?
Adjourn Meeting	"I move that we adjourn"	No	Yes	No	No	Majority	No
Call an intermission	"I move that we recess for..."	No	Yes	No	Yes	Majority	No
Complain about heat, noise, etc.	"I rise to a question of privilege"	Yes	No	No	No	No Vote	No (Usually)
Temporarily suspend consideration of an issue	"I move to table the motion"	No	Yes	No	No	Majority	No
End debate and amendments	"I move the previous question"	No	Yes	No	No	2/3	No, unless vote on question is not yet taken
Postpone discussion for a certain time	"I move to postpone the discussion until..."	No	Yes	Yes	Yes	Majority	Yes
Give closer study of something	"I move to refer the matter to committee"	No	Yes	Yes	Yes	Majority	Yes, unless the committee has already taken up the subject
Amend a motion	"I move to amend the motion by..."	No	Yes	Yes, only if the motion to be amended is debatable	Yes	Majority	Yes
Introduce business	"I move that..."	No	Yes	Yes	Yes	Majority	Yes

The motions listed above are in order of precedence. Below, there is no order:

To Do This	You Say This	May you interrupt the speaker?	Do you need a second ?	Is it debatable?	Can it be amended ?	What vote is needed?	Can it be reconsidered?
Protest breach of rules or conduct	"I rise to a point of order"	Yes	No	No	No	No Vote, except in doubtful cases	No
Vote on ruling of the chair	"I appeal from the chair's decision"	Yes	Yes	Yes	No	Majority <i>A majority vote in negative needed to reverse ruling of chair</i>	Yes
Suspend rules temporarily	"I move to suspend the rules so that"	No	Yes	No	No	2/3	No
Avoid considering an improper matter	"I object to consideration of this motion"	Yes	No	No	No	2/3 <i>A 2/3 vote in negative is needed to prevent consideration of a main motion</i>	Only if the main question or motion was not, in fact, considered
Verify a voice vote by having members stand	"I call for a division" or "Division"	Yes	No	No	No	No Vote	No
Request Information	"Point of information"	Yes	No	No	No	No Vote	No
Take up a matter previously Tabled	"I move to take from the table ..."	No	Yes	No	No	Majority	No
Reconsider a hasty action	"I move to reconsider the vote on..."	Yes	Yes	Only if motion to be reconsidered is debatable	No	Majority	No