

**South Carolina Bar
Vision 2025
Strategic Framework**

Core Values

We embrace and promote these core values among our members:

Justice and the Rule of Law | In our daily lives, we honor our oath to the Constitutions of the United States and the State of South Carolina and our privilege to practice our profession.

Service | We serve our community and our profession. We embrace the responsibility to give back to society using our knowledge and skills.

Excellence | We are steadfast in our commitment to the highest standards of quality and professionalism in our pursuit of improving the administration of justice and serving our community.

Health and Well-being | We prioritize the overall physical, mental, and emotional health and well-being of our members because healthy lawyers are critical to serving clients, communities, and the justice system.

Professionalism and Civility | We are committed to treating all with civility, compassion, dignity, and respect.

Diversity, Equity, Inclusion, and Belonging | We actively work to ensure the legal profession and the justice system reflect the diversity of the communities we serve. We seek out members of underrepresented groups to add their strength to the legal profession and the advancement of justice in all areas of society. We foster a sense of inclusion and belonging.

Leadership | We serve as and develop leaders for our profession and our communities.

Mission – Vision

The South Carolina Bar serves its members through collaboration, the sharing of information, and by providing quality education to improve South Carolina’s legal profession and the administration of justice.

We live our mission and values of service to our members and the public by focusing on the following goals:

Goal One

Enhancing member value by fostering professional excellence and public service.

Strategic Areas

- A. Deepen and broaden member engagement with the South Carolina Bar, investing in opportunities that create community across practice area, practice-setting, and location.
- B. Enhance our members' substantive knowledge and technological competence in service to their clients.
 - 1. Keep our members current on substantive changes in the law and issues affecting the practice.
 - 2. Provide accessible, affordable, wide-ranging educational experiences.
- C. Advance the highest ethical standards among our members.
 - 1. Promote the highest ethical standards to maintain a self-regulated profession.
 - 2. Educate our members about their ethical obligations to provide legal services to those of limited means.
 - 3. Monitor the changing legal landscape and propose appropriate changes to ethical rules and obligations.
 - 4. Promote a practice culture that values civility and professionalism.
- D. Cultivate awareness and support among our members on access to justice issues.
 - 1. Assist in removing barriers to the delivery of civil legal services to those who cannot afford them by removing barriers.
 - 2. Support our members in contributing time and resources to serving clients of limited means.
 - 3. Increase the availability of legal information and guidance on accessing lawyers and legal services.
- E. Collaborate with judicial partners on issues of importance to the legal profession, diversity, equity and inclusion, and the administration of justice.

Goal Two

Supporting our members' health and well-being to assure that they are equipped to provide effective representation to their clients, avoid burnout, and enjoy the practice of law.

Strategic Areas

- A. Provide programming and access to services and resources that support our members' physical and mental health and well-being.
 - 1. Increase awareness and use of Lawyers Helping Lawyers and related services to engage and serve all our members.
 - 2. Increase outreach to diverse members.
- B. Foster a professional culture that prioritizes wellness.
- C. Nurture career exploration, development, and transition to facilitate professional satisfaction.
 - 1. Offer opportunities for our members to develop leadership skills.
 - 2. Equip our members to navigate the demands of modern legal practice effectively.
 - 3. Support our members as they explore career changes and transition to retirement.

Goal Three

Strengthen the South Carolina Bar and judicial system by actively promoting diversity, equity inclusion and accessibility within all areas of the South Carolina Bar, the legal profession, and the judicial system in South Carolina.

Strategic Areas

- A. Encourage diversity, equity, inclusion and accessibility within the South Carolina Bar leadership and staff.
- B. Promote diversity, equity, inclusion, and accessibility within the judiciary by offering education and encouragement of candidates with diverse backgrounds.
- C. Educate our members about diversity, equity, inclusion, and accessibility issues related to legal practice.
 - 1. Strengthen our members' understanding of the importance of diversity, equity, inclusion, and accessibility to the profession and the administration of justice.
 - 2. Connect our members with diversity, equity, inclusion and accessibility educational and training programs and events.
- D. Ensure South Carolina Bar governance, programming, administration, and communications practices are diverse, equitable, inclusive, and accessible.
- E. Collaborate with middle schools, high schools, undergraduate institutions, law schools and other entities with shared missions of advancing diversity, inclusion, equity, and accessibility within the profession.
- F. Periodically compile, evaluate, and publish the data regarding diversity, equity, inclusion and accessibility within the South Carolina Bar and the South Carolina judiciary.

Goal Four

Promoting public understanding about the law, the legal profession, and the importance of the organized Bar.

Strategic Areas

- A. Participate in law-related public and community opportunities to raise public awareness of the importance of the rule of law, independence of the judiciary, and legal services to deepen respect for democratic principles and trust in the justice system.
 - 1. Promote the integrity of a self-regulated profession.
 - 2. Further public recognition of members' contributions to their communities and the legal profession.
 - 3. Encourage lawyer representation on boards, commissions, and other community organizations.

Goal Five

Sustaining our vision by aligning the South Carolina Bar's resources, communications, staffing, and governance.

Strategic Areas

- A. Align staff, volunteer, and financial resources commensurate with Board of Directors-established priorities.
- B. Communicate effectively with members to create greater understanding of the South Carolina Bar.
 - 1. Build awareness of the South Carolina Bar's core functions and services, assuring that our members view the South Carolina Bar as a resource and source of support.
 - 2. Maximize consistency in messaging across communications platforms.
 - 3. Collaborate with local bar and specialty bar organizations to augment the exchange of information.
- C. Promote an innovative and member service-focused staff culture.
 - 1. Adopt processes to ensure productivity and optimal communications with our members and leadership.
 - 2. Adapt to a post-pandemic environment by developing flexible policies that serve the needs of our members and staff.
- D. Maximize the use of and leverage the value of the South Carolina Bar building and conference center as accessible, safe, and comfortable spaces for staff to work and for our members to gather.
- E. Sustain a strong fiscal position and effective use of resources.
 - 1. Engage in financial forecasting to anticipate the South Carolina Bar's short- and long-term financial needs, including investing and maintaining sufficient reserves.
- F. Adopt and retain best practices in board governance to build our Board's capacity and focus.
 - 1. Provide continuous board development and educational opportunities.
 - 2. Monitor implementation of the strategic plan and Board-directed operational and program plans.