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Message From Your President



Hello, Legal Industry Council members! The months are passing by quickly and it's hard to believe that we are heading into summer. In the past, summer seemed to represent a time for lots of vacations and a time when things slowed down and people caught up - but in recent years I have found that sometimes summer is a busier time as people take the opportunity to get things done. Especially in the facilities world it's a great time to work on small (or large) projects and that are best done when others are on vacation. In fact I have concluded that life in facilities never really slows down much at all!

As many people know, I live in Boston and am a big supporter of everything Boston. Although I am not an avid sports watcher, there is nothing better than the Bruin's advancing in the playoffs - and a possible showdown with Chicago has people very excited! And what has been very inspiring was the support by all teams towards Boston after the Marathon bombings in April. At sporting events around the country, there were moments of silence, 50/50 raffles for the OneFund, fundraising - and the best was Sweet Caroline being played at the first Yankee's game after April 15th. For those who don't know, Sweet Caroline is played during the 7th inning at each home Red Sox game. For this song to be played in New York - the very biggest rival of the Red Sox was quite touching. And for Neil Diamond to show up at Fenway and ask to sing this live, well, again, pretty amazing. The Marathon bombings in April were devastating, however, there has never been a time when I have been so proud to live in Boston. The people that helped victims immediately after the bombing was amazing. And the fundraising that followed this has been unbelievable. The politicians, the sports superstars and the Hollywood legends that spent days visiting victims in hospitals was incredible. Two days after the bombing there was a vigil in our town (and in many towns) for the victims and hundreds of people attended. My point is, through this terrible tragedy, there is this amazing outpouring from people (locally and around the country) to help. Because of this, the victims are often resilient, humbled, honored and grateful for this support. I hope that nothing like this happens again, but it was a very inspiring time in Boston. It reinforced for me, once again, both the value of emergency preparedness planning and the importance of human connections.

The Friday following the bombings was quite a challenge for the Boston Community as well. I was on vacation and when I checked my e-mail at 5:00 a.m., there was a 2:00 a.m. message from a fellow IFMA board member to let me know that he was thinking of me, hoped I was ok and to let me know that (while I was soundly sleeping) he was glued to the TV. Being on vacation and a little overwhelmed from the week, I tried to ignore this and return to sleep. When this didn't work, I watched the news which started a 12 hour stretch of trying to capture the brothers accused of the bombing. The challenging issue for businesses was that all public transportation was canceled - and many areas surrounding Boston went into lockdown. All of this happened unexpectedly, in the middle of the night during school vacation. Our challenge was that we had limited decision makers available and limited resources to let people know that our office opening was going to be delayed - and eventually closed for the day. Lesson to us is that we are now moving forward with an automated notification system so we are better prepared in the future!

June is an exciting time for the Legal Industry Council, as we have opened up for nominations for our board! I have been involved with the Legal Industry Council for many years and enjoy working with everyone and find it to be incredibly rewarding. Elected officers, as well as other members who comprise the board, participate in bi-monthly phone calls, help with the newsletters, roundtables, website, etc. If anyone has ever had the slightest interest in being more involved with the Legal Industry Council, but have not joined because of the perceived time commitment, I encourage you to email me (hevers@foleyhoag.com) or call me (617-832-7050) to discuss. There are many opportunities that do not require a lot of time and the camaraderie among Board members is one of my favorite IFMA benefits. As we head into summer, I will end my invitation with "Come on in - the water is fine!". Really, we welcome your thoughts, suggestions and help in any way.

What has the Legal Industry Council been up to?

As the time to elect a new Legal Industry Council President and Board Members approaches, the Board reviewed the Council's accomplishments of the past year and looks forward to continuing progress next year.

The Council's Strategic Plan was reviewed and revised. The goals of the Legal Industry Council's strategic plan included promoting and supporting professional development, increasing membership and improving membership services. Based on the Strategic Plan, the Council has moved forward with initiatives, continued with what works well and is looking ahead to improve and grow our Council.

This year the Council promoted professional development with:

- a CFM study program that was developed by members and supported at the highest level of IFMA
- a second Benchmarking Survey that was compiled with responses from one third of the membership and now provides all members with a current Facility Management Legal Industry benchmarking tool.
- a study track at Facility Fusion and a session at World Workplace
- roundtable discussions on Space Utilization and Move Management

To increase membership the Board revised the Membership Brochure and reached out to potential new members at World Workplace in San Antonio, handing out brochures with our Legal Industry Council pin. Existing members were retained by personal calls, if membership lapsed.

Communication is key to supporting and maintaining the membership. Therefore, we continued with a model that has worked well for our Council over the years. Some of the ways we communicated and plan to continue include:

- our annual membership call which opens up dialog regarding topics of interest that are used in developing initiatives, sessions and roundtables.
- our newsletter which disseminates information to the membership with a personal touch from our president and information about members in the Presidents Letter and the Membership Highlight articles
- lunches and dinners at IFMA Conferences which provide an environment for in person discussions without a strict agenda.
- On-line through IFMA's Online Community
- local area Legal Industry Council email groups
- quarterly luncheons for networking and information sharing in Atlanta and Chicago

The Legal Industry Council not only has a responsibility to our members but also to IFMA. Therefore, last year the Council donated to the IFMA Scholarship Fund and Donna Baker, former President of the Legal Industry Council, was nominated and accepted a two year position on IFMA's newly formed Councils Committee. Thinking ahead the Board plans to reach out to new IFMA members in the legal profession and personally invite them to join our Council. We will encourage local Legal Industry Council members to create and join local email groups and coordinate quarterly luncheons. To improve the benefits of membership for all, we hope to update our website. These are just a few ideas. If you have others, please let us know. As Holly mentioned in her letter, we always welcome suggestions from you as to how the Legal Industry Council can better serve you.

MEMBER SPOTLIGHT

In the December newsletter, we included a tribute to LIC founder Norma Gwin, who retired from Nutter McClennen & Fish LLP at the end of 2012. This month we are excited to highlight Stephen Pasco, Manager of Operations at Nutter.

Tell us about your law firm experience



In 1993, while working full time towards my degree in finance at Salem State College, I accepted the position of Site Manager with Pitney Bowes Management Services and my first assignment was at Nutter McClennen & Fish LLP, in Boston. From there, I was moved to the other Boston law firms, Palmer and Dodge and Hale and Dorr. While working to complete my degree 1996, I accepted a job as a Billings and Collections Manager at Palmer and Dodge, where I remained for three years. In 1999 I accepted a job with Bingham McCutchen LLP as Facilities Manager, which allowed me to combine my operations experience with my education and experience in finance, using both skills to oversee facilities and operations and related budget. At Bingham, I was promoted to Operations Manager, Senior Operations Manager and then Director of Operations.

What projects and accomplishments would you like to share with us?

There are three projects/assignments that occurred over a near six year duration that stand out from the rest, all during my time at Bingham. The first was a major merger and consolidation of Bingham's DC office with another law firm of equal size in DC. The merger resulted in our DC office becoming the firm's second largest office. I spent most of my time in DC during this project, commuting from Boston each week for roughly 4 months, while continuing my oversight of Operations in the Boston office. My assignment in DC included direct involvement with the merger of the two organizations from an Operations standpoint, assisting with the build-out of new office space and move planning to consolidate the two entities into the same space. Although a very large project in scope, my work in DC prepared me for any every greater task, relocating the Boston office, which began almost immediately following my assignment in DC. The build-out of the new space in Boston was roughly 300,000 sf and the move was performed over a long holiday weekend. In addition to the relocation, which was tremendous in scope, the disposition of the original space proved to be an even bigger project than the move itself. The disposition took 30 days of 24 hour shifts to remove everything left behind (including all furniture) in roughly 250,000 sf. With hardly enough time to catch my breath, Bingham presented me the opportunity to receive my Masters Degree in Law Firm Management at The George Washington University, which I enthusiastically accepted. This was a two year program, which involved a combination of class room time and working in teams remotely each semester. The work was intense, which included with a final paper of nearly 300 pages on the subject of cost recovery. While earning my Masters degree, I continued to work fulltime in the Boston office. These three accomplishments were tremendous learning experiences for me and I am forever grateful for the opportunity.

What can you tell us about your current job?

My position at Bingham was unfortunately eliminated in 2012 and I am forever grateful for all that I had learned during my 13 years with the firm. Although it took some time to find the right fit (a new home), I am now working as the Manager of Operations at Nutter, which coincidentally is where I started my law firm experience. I am thoroughly enjoying the challenges of my new position. I enjoy using all the skills that I have learned during my many years in various roles in facilities and operations, and finance, and feel confident with the business decisions that I am relied upon to make at Nutter.

What aspect of your personal life would you like to share with Legal Council members?

I enjoy being the father of two high-school age boys and also enjoy being outside doing many things including riding my motorcycle, exercise and spending time at the beach.

Upcoming Events



June 27th marks the fifth annual World FM Day, recognizing the contributions and commitment you as a facility manager make to the built environment. How will you celebrate? Share your events and see what others around the world are doing on the World FM Day Facebook page [HERE](#) . To add your event to the World FM Day Google map [click here](#) and follow the instructions below.

Instructions:

- You need to have a Google account. In case you do not have one, [click here](#) to create one.
- Then click on the [map link](#), sign in with your Google email and click edit.
- You will see some options showing up. You just need to look for the exact location of your event in the map, using the zoom and the pan.
- Once you find your location, just add a placemark to the map and then include the title of your event, together with a short description. Once you finish adding all info, click save map.



[IFMA World Workplace 2013 Conference & Expo](#)

October 2-4, 2013
Philadelphia, PA

Earlybird registration ends July 25th [CLICK HERE](#) to register



[CLICK HERE](#) to join the LIC group on Linked In and follow pertinent discussions.

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