



FROM THE MIE BOARD OF DIRECTORS: IN APPRECIATION OF PATRICIA PAP

In a few months, Patricia Pap will retire as Executive Director

of Management Information Exchange (MIE). This marks the end of an exceptional era for MIE, one that has witnessed incredible growth and success in advancing MIE's mission to promote excellence in management, innovation, and leadership in legal services nationally.



Patti was the first full-time executive director and over the past 25 years has guided MIE to incredible heights in areas ranging from training to publications, to technical assistance to executive recruitment. In the words of Adrienne Worthy, Executive Director of Legal Aid of West Virginia, "She has

led the growth and accomplishments of MIE, creating a highly respected national organization promoting excellence in legal services leadership through her own excellent work."

Few may know that Patti is the only full-time employee of MIE, though it appears to be a much larger organization. A lot of that has to do with Patti's background, skills, and abilities in her leadership of the organization. Patti brings a background in community organizing, a key element to her success at MIE. The Board and legal aid staff volunteers from around the country are extremely active in the work of MIE. It falls on the MIE Executive Director to recruit, orient, train and, most importantly, to keep these many volunteers on track, not just meet deadlines but to prepare high quality materials and presentations, and consistently produce excellent results in accordance with MIE's mission. Patti has accomplished all this with amazing success and grace under pressure. As Betty Torres, Executive Director of Texas Access to Justice Foundation states, "Patti has been the heart and soul of MIE. She intuitively knows how best to approach the issues impacting programs. Patti is respected in the community for many reasons, including because of her collaborative approach to any issue."

Prior to becoming Executive Director of MIE Patti

served as a staff attorney and managing attorney at Legal Services of Eastern Michigan, and then as Executive Director of Legal Services for Cape Cod and the Islands. These experiences informed Patti's work at MIE in providing experienced guidance in conceiving, designing, anticipating needs, and implementing training across the entire spectrum of organizational needs (most recently financial trainings!), materials, Journal themes, an extensive management resources library, and fielding countless requests for services from the field on a broad range of management and leadership topics.

Patti's leadership and impact is probably best summed up by these words from legal services consultant Catherine Carr, "MIE would not be the excellent and critical organization it is, relied on by legal aid leaders across the nation, but for Patti's amazing work over the past decades. For over 25 years I have been in awe of her talents and contributions, and her ability to bring not only great intelligence, strategy, and discipline to her work, but also kindness, compassion, and patience. We will miss her."

MIE Board President, César Torres expresses his gratitude and appreciation for Patti's myriad contributions to the entire legal community noting that in her work "Patti has nurtured and inspired so many leaders in our community to best serve our clients by embracing excellence in every aspect of our organizations and it has been a true honor to be able to work with her." On behalf of the MIE Board, we wish Patti every happiness in her new adventures and want her to know that she and her work are deeply appreciated and have greatly improved the quality of life of untold numbers of clients served by a more informed, trained, and capable staff of legal aid throughout the country as a result of MIE's work. Thank you, Patti. You have made a real difference.

—MIE Board of Directors



MISSION: MIE's mission is to promote excellence in management to ensure high quality advocacy on behalf of

low-income people. MIE advances best practices and innovation in leadership, management, supervision and fundraising by supporting a full and free exchange of ideas and providing training, consulting and a flagship journal for the legal aid community.