



2024 ANNUAL REPORT

AND JUSTICE FOR ALL

Providing access to justice for Utah's
most vulnerable citizens

AND JUSTICE FOR ALL

WHO WE ARE

"and Justice for all" is committed to the fundamental promise of our justice system: equal access to justice and the courts regardless of one's resources. Our partner agencies deliver on this promise by providing free or low-cost legal services for Utah's most vulnerable community members, advocating for systemic changes that benefit and create lasting change for our clients, and working with the courts, bar leadership, and other stakeholders to ensure the civil justice system is equitable and just.

OUR MISSION

Our mission is to increase access to civil legal services for the disadvantaged and for individuals with disabilities in Utah by

- Creating and sustaining resources to support civil legal services,
- Sharing and consolidating resources so that services are delivered in a cost-efficient and effective manner, and
- Strengthening our member agencies and the distinct roles they play in the delivery of civil legal assistance.



OUR IMPACT

Working together with our partner agencies and our grant recipients, we make civil legal aid accessible to more than 30,000 Utahns who would otherwise be unable to afford representation.

Our work benefits not only our clients, but all Utahns. For every \$1 invested in civil legal aid, taxpayers save \$13 from reduced law enforcement and public healthcare costs, more efficient courts, and reduced dependence on public welfare programs.

We're proud of our work and grateful for your support.

“and Justice[★] for all”

OUR PARTNERS

ENSURING JUSTICE—TOGETHER

Since 1999, the primary civil legal aid providers of Utah—the Disability Law Center, the Legal Aid Society of Salt Lake, and Utah Legal Services—have partnered together to create “and Justice for all,” an organization that collectively fundraises and supports each agency.

Together, we serve thousands of low-income and disabled people each year by thoughtfully investing in legal aid programs across Utah. The services provided by our partner agencies and grant recipients contribute to breaking cycles of poverty, keeping families together, and helping people off public assistance.

OUR MEMBER AGENCIES

We are proud to represent our friends and partners, whose work makes justice accessible to all Utahns:



Disability Law Center (DLC) is designated by the governor to protect the civil and human rights of people with disabilities in Utah. It is part of the federally mandated Protection and Advocacy system and serves as the state’s primary legal advocacy agency for Utahns with physical, mental, and developmental disabilities. The DLC provides services statewide and free of charge to all eligible persons.



Legal Aid Society of Salt Lake (LAS) is a non-profit organization that promotes safety, stability, and self-sufficiency for low-income families and individuals—including victims of domestic violence—through effective, efficient legal advocacy and assistance, including providing protective orders or civil stalking injunctions.



Utah Legal Services (ULS) is a nonprofit law office incorporated in 1976 to provide free legal help in non-criminal cases to low-income Utahns. ULS serves the entire state with offices in Salt Lake City, Ogden, Provo, and St. George. Specialized units also serve groups with special legal needs, including migrant farm workers, native Americans, and older adults.

We also proudly recognize our grant recipients on page 7 of this report. Their work provides direct civil legal aid to underserved populations throughout Utah.



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OUR EXECUTIVE DIRECTOR



Stake Duke
Executive Director
"and Justice for all"

As a friend and supporter of "and Justice for all," you're probably familiar with the story: that just before the new millennium, the three primary providers of legal aid in Utah—the Disability Law Center, the Legal Aid Society of Salt Lake, and Utah Legal Services—decided to work together to educate, fundraise, and advocate. They named their partnership, which was the first of its kind in the nation, "and Justice for all." Its name reminds us that regardless of our partnering agencies' differences in mandate, clientele, and management style, we are united under the promise to fight for and provide equal access to justice.

I'm so proud to say that 25 years after our partnership began, our commitment to each other, and to our cause, remains unshakable. This year, our partners have represented more than 33,000 Utahns in civil legal cases across the state—a remarkable feat that has been made possible by our unanimous belief that no Utahn should have to navigate the legal system alone.

As we continue to provide representation for those facing domestic violence, child abuse, fraud, and systemic barriers to housing, healthcare, and more, we are grateful for the support of Utah's law firms, the Utah state legislature, and our many friends and allies. Your friendship, generosity, and commitment to reducing the justice gap in Utah strengthens our resolve.

Thank you for standing with us.

A handwritten signature in black ink that reads "Stake Duke".

September 10, 2025

OUR LEADERSHIP COMMITTEE PRESIDENT



Michael Menssen

*Leadership Committee Chair
"and Justice for all"*

2024 was a banner year for "and Justice for all." More than 40 law firms across Utah donated to the "Equal Access to Justice" campaign; attorneys across the state gave countless hours of pro bono representation; and AJFA's partner agencies helped tens of thousands of clients resolve disputes. I am grateful to the entire Leadership Committee for their work to ensure that Utah's top legal firms played a vital role in AJFA's success.

Providing civil legal representation to those in need makes an enormous difference at what may be a difficult moment in their lives. But the benefits go far beyond those specific individuals. Civil legal aid helps the larger community as well, including reduced reliance on public welfare programs, fewer calls to law enforcement, lower public safety costs, better-functioning courts, and healthier families and kids. Simply put, Utahns save big when we invest in civil legal aid.

Despite these moral and financial benefits to our community, Utah's civil legal aid providers face unprecedented challenges. Federal grants that the "and Justice for all" partners have relied on for many years are being reduced or cut entirely, Covid-era financial assistance has ended, and Utah continues to receive less civil legal aid state funding than the national average, including many of our Mountain West neighbors.

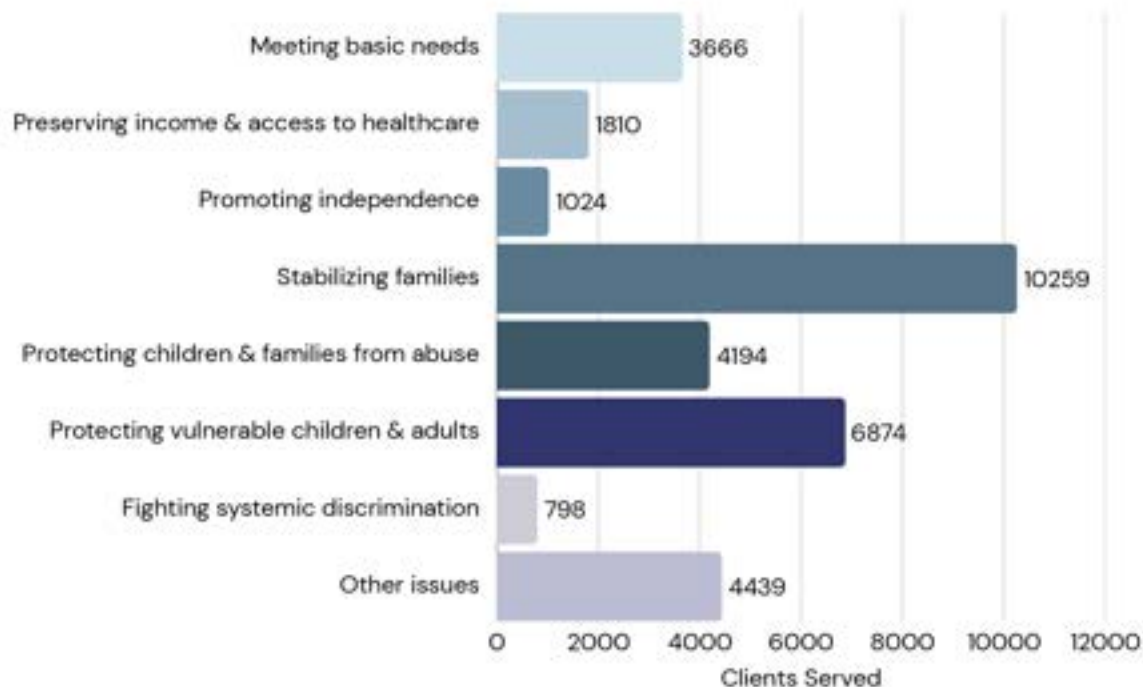
The need for Utahns and the legal community to support civil legal aid is higher than it has ever been. Nevertheless, we look to the future with optimism, confident that "and Justice for all" is not just Utah's hope, but its promise.

A handwritten signature in black ink that reads "Michael Menssen".

September 10, 2025

YOUR 2024 IMPACT

"and Justice for all" addresses the needs of disadvantaged Utahns by providing civil legal aid in cases that impact safety, housing, income, health insurance, family function, and access to basic needs and services. In 2024, this collaborative effort helped 33,081 Utahns obtain legal assistance from our main partners in the following areas:



FAIR AND AFFORDABLE REPRESENTATION

Providing low-cost and free civil legal aid allows thousands of Utahns to access the justice system in ways they simply could not afford otherwise. We only accept civil cases. Our efforts focus on improving the lives of individuals, families, and communities through fair and affordable representation.

As noted in our financial report (pg. 8), 95.7% of our fundraising and annual budget goes toward funding the Disability Law Center, Legal Aid Society of Salt Lake, Utah Legal Services, and our grant recipients. This money is used to pay agency lawyers, paralegals, and support staff so that they can provide excellent legal counsel to our clients across the state.

WHO YOU HELPED

Because many of our clients are working toward new beginnings in life, we have changed client names and images to protect their privacy. Their stories are true. Thank you for your understanding.



"Lisa"

Client of Disability Law Center

When **Lisa** was assaulted, her world turned upside down. The trauma of the assault left her grappling with PTSD, making it impossible for her to continue her work without first taking time to recover. Instead of understanding and support, Lisa was denied the reasonable accommodation of medical leave that she desperately needed. Without another option Lisa returned to work, determined to rebuild her life.

However, the lingering effects of her trauma resurfaced, necessitating emergency in-patient treatment. Once again, her employer terminated her employment during this vulnerable time.

Alone, traumatized, and facing the overwhelming legal complexities of discrimination and wrongful termination, Lisa didn't know where to turn. Attorneys from **the Disability Law Center** stepped in to represent Lisa. With their support, she was able to hold her employer accountable for their unlawful actions.



"Camila" and one of her children

Clients of Legal Aid Society of Salt Lake

In the early hours of the morning, **Camila** once again faced the terrifying reality of living with an abusive partner. Her husband, Leo, came home heavily intoxicated and headed to the bedroom, where Camila was asleep with their 8-year-old son, Ruben. Leo's temper flared when he saw Ruben in the bed, yelling for him to get out. Trying to calm him, Camila offered to sleep on the couch so Leo could have the bed.

But Leo followed her, still seething with anger. Though he eventually left the house after their teenage children intervened, he returned just a half hour later and attacked Camila with a screwdriver, an oxygen tank, and a box cutter knife. **David**, their 16-year-old son, bravely intervened and physically removed Leo from the house, though he was injured in the process. Camila was hospitalized with serious injuries, and David needed further medical attention as well. ►

Desperate to protect herself and her children, Camila reached out to the **Legal Aid Society of Salt Lake**, who helped Camila obtain an emergency protective order against Leo. With their help, Camila was able to secure a permanent protective order, preventing Leo from coming near her or her children. The Legal Aid team also helped Camila with the next steps in her journey to safety, including filing for divorce and seeking custody of her children, ensuring that Leo's access to them would be strictly limited.

Camila and her children are now on a path to recovery. While the physical and emotional scars of the abuse will take time to heal, Camila now has the legal protection and support she needs to rebuild her life free from fear.

Born with autism and learning disabilities, **Lucas** reads at a third-grade level, making everyday tasks difficult and limiting his opportunities for independence. Throughout his life, Lucas's mother, **Jean**, has been his steadfast advocate, working tirelessly to ensure he has the support and resources he needs.

When Lucas was 16 years old, Jean reached out to **Utah Legal Services** for help. She believed that Lucas was entitled to Social Security benefits to support his needs and secure his future. However, despite Lucas's obvious challenges, his initial application for benefits was denied. Determined to fight for her son's rights, Jean continued to work closely with the Public Benefits Taskforce at Utah Legal Services, and together they took the case to an Administrative Law Judge (ALJ), then to the Appeals Council, and finally to federal court.

When the case was sent back to the ALJ for a new hearing, the judge recognized the merits of the case and approved Lucas's benefits, paying them back to his alleged onset date in 2020. It was a moment of triumph that validated years of effort and advocacy. For Jean, the victory was more than just a legal win—it was a testament to her love and dedication to her son.

Throughout this journey, Jean worked closely with the team at Utah Legal Services, providing critical information, attending hearings, and never losing hope. Her commitment was matched by the legal team's expertise and tenacity. Together, they achieved a result that will have a lasting impact on Lucas's life, providing him with the financial support he needs to navigate his future with greater security.



"Lucas & Jean"
Clients of Utah Legal Services

OUR GRANT RECIPIENTS

In 2024, "and Justice for all" set aside 10% of funds raised from the legal community for a grants program to nurture smaller legal aid programs that provide direct civil legal aid to underserved populations. Our 2024 grant recipients are:

Catholic Community Services

Legal Immigration Program
Salt Lake City, Utah



Holy Cross Ministries

Legal Immigration Program
Salt Lake City, Utah



Mountain Mediation Center

Park City, Utah



Utah Dispute Resolution

Salt Lake City, Utah



DNA People's Legal Services

Legal Immigration Program
Window Rock, Arizona



International Rescue Committee

Utah
West Valley City, Utah



Timpanogos Legal Center

Fairview, Utah

OUR FINANCIAL REPORT

Thank you to all of our generous supporters. Your gifts, your stewardship, and your care are changing lives and ensuring access to justice throughout Utah.

STATEMENT OF FINANCIAL POSITION

Assets

Current Assets

Cash and cash equivalents	\$878,203
Operating investments	\$44,407
Current contributions receivable, net	\$92,654
Other receivables—beneficiary orgs.	\$21,695
Other receivables	\$16,281
Total Current Assets	\$1,053,240

Contributions receivable, less current	\$86,596
Property & equipment, net	\$5,856,589
Other assets	\$1,301

Total Assets \$6,997,726

Liabilities and Net Assets

Liabilities

Accts payable & accrued expenses	\$85,527
Tenant prepaid rent	\$5,256
Tenant security deposits	\$1,000
Campaign allocations payable—beneficiary orgs.	\$499,603
Total Liabilities	\$591,386

Net Assets

Legal assistance programs operation	\$25,000
Building & building reserves	\$6,187,458
Donor restricted funds	\$193,882
Total Net Assets	\$6,406,340

Total Liability & Net Assets \$6,997,726

STATEMENT OF ACTIVITIES

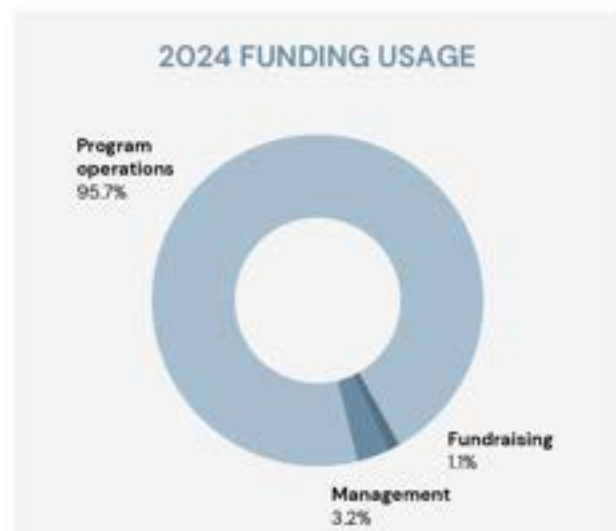
Revenue

Contributions & grants	\$1,715,805
Special events	\$278,342
Investment return	\$9,615
Interest income	\$37,912
Rental income	\$153,003
Gain on sale of building	\$3,028,321
Net assets released from restrictions	\$100,475
Total Revenue, Support, & Gains	\$5,323,473

Expenses

Legal assistance programs	\$2,088,207
Community Legal Center	\$2,668,024
Southern Community Legal Center	\$45,275
Management & general	\$159,917
Fundraising	\$56,314
Total Expenses	\$5,017,737

Net Revenue \$305,736

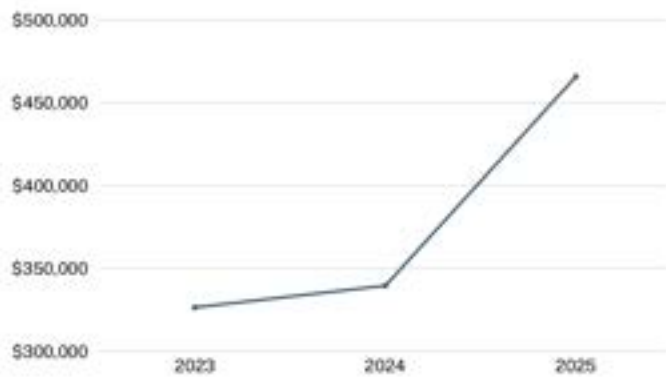


A PEEK AT 2025

Although our 2025 annual report is about a year away, we'd like to give you a glimpse into what we've accomplished so far this year and what, with your help, we've been able to achieve.

2025 has been a tumultuous year as various federal funding sources have been withdrawn, then released, then withdrawn again. It's been a time of uncertainty for each of our member agencies, which is why the increased support of so many of you has made a tremendous impact.

AJFA'S EVENT FUNDRAISING BY YEAR



Our annual Justice Rising breakfast took place at the Grand America on April 24 and was enormously successful. Thanks to very generous gifts by the breakfast's sponsors and the Florence J. Gillmor Foundation, the Utah State Bar, Ms. Evelyn Brown Lee, and friends of the Honorable Brooke C. Wells, we were able to match the \$209,450 raised with an additional \$206,500. In total, the event raised more than \$430,000 for our main partners and grantee recipients.

We also had a wonderful turnout at our annual Law Day 5k at the S.J. Quinney School of Law at the University of Utah. Despite stormy weather,

491 runners joined us to celebrate the rule of law and America's Constitution. The event raised just over \$35,000 to help support our programs, which operate across the state and help thousands of Utahns receive quality legal representation.

As we look toward the end of 2025 and to the future, we remain confident that many people in our communities and across the state are committed to America's promise of justice and fair representation.

However, we are also conscious of shifting budget priorities at the state and national level. To ensure that we can continue to serve the more than 33,000 Utahns in need of civil legal aid, donations given during the last months of 2025 will be used among our partner agencies and grant recipients to prepare for a future of reduced national and state fiscal support. We thank you for your friendship and generosity during this uncertain time.



THANK YOU TO OUR DONORS

Thank you to our supporters, whose generosity makes the vision of justice for all a reality to thousands of Utahns. This list includes contributions received for the 2024 annual campaign through December 31, 2024.

Every effort is made to accurately reflect your support. If you find an error, please contact us so we can correct our records. Thank you!

FIRM DONATIONS

PILLAR LAW FIRM

\$30,000+ OR \$1,000 per attorney



2024 TOP LAW FIRM GIFT

Thank you!



Holland & Hart



BURBIDGE | MITCHELL

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Florence J Gillmor Foundation
Kanter Family Foundation
Kimball Investment Company
Lightspark Foundation

Southern Utah Bar Association
Utah Bar Foundation
Utah State Bar Family Law Section
Utah State Bar Litigation Section
Wheels of Justice

JUSTICE VIP

\$1,000–\$4,999

Digital Bytes
DoTERRA
Eide Bailly
Energy Solutions
RC Willey
Rocky Mountain Advisory
Sage Forensic Accounting
Select Health
Utah State Bar Real Property Section

JUSTICE CHAMPIONS

\$500–\$999

Utah State Bar Bankruptcy Section
eBay
The Leta Family Philanthropic Fund
Utah State Bar Paralegal Section

JUSTICE FRIENDS

UP TO \$249

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Elizabeth's Catering

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\$5,000+

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