

February 15, 2018

Dear TBA Member,

We have not experienced an increase in our TBA membership dues since 2013, but costs to operate our organization have continued to rise since that time. For the last several years, the TBA has been operating at a loss. Your Board has made every effort to reduce expenses without reducing services, but we are now at a point where an increase in dues is necessary if we are to adequately cover expenses.

The Board is proposing that regular membership dues increase from \$125 to \$150. For attorneys practicing five years or less, the increase will be from \$100 to \$125, and for government attorneys, it will be from \$94 to \$113.¹ This increase will bring our projected revenues up to a level sufficient to meet our projected expenses for fiscal year 2018-19.

This proposal will be voted on at the March membership luncheon scheduled for **noon on Friday, March 2, 2018, at the Top of the Tower.** If this proposal passes, the new dues structure will go into effect for the 2018-19 Membership Year, beginning April 1, 2018.

The TBA strives to keep expenses to a minimum. We took steps to reduce our costs by moving the TBA office to a new location which lowered the cost of rent and parking, and we successfully streamlined phone, postage and other business expenses. We refrained from giving our very capable executive director any raise the last two fiscal years because of our budget constraints.

Like all businesses, we have experienced higher costs for normal operating items, including costs incurred for sponsoring social and professional events for our members. But we have also willingly accepted some additional costs that are necessary to allow us to expand and improve on services we provide to our members, such as implementation of the new more mobile-friendly website that includes a membership management platform, and procurement of Directors & Officers insurance coverage for members who agree to serve on our TBA Board

¹ TBA Bylaws state that dues for attorneys practicing five years or less shall be \$25 below the regular membership rate, and **dues for government attorneys shall be 75% of the amount of the regular membership rate.**

of Directors. Other changes we are making to be more responsive to your needs include:

- Relaunching the government attorney luncheon
- Providing more opportunities through the TBA for community service
- Partnering with various groups and organizations for additional networking opportunities
- Changing the location or format of certain TBA events to facilitate and encourage involvement

As we move forward, the TBA looks forward to continuing to provide you with the membership benefits you have come to expect, and much more! We look forward to seeing you at the March 2, 2018 luncheon meeting.

Sincerely,

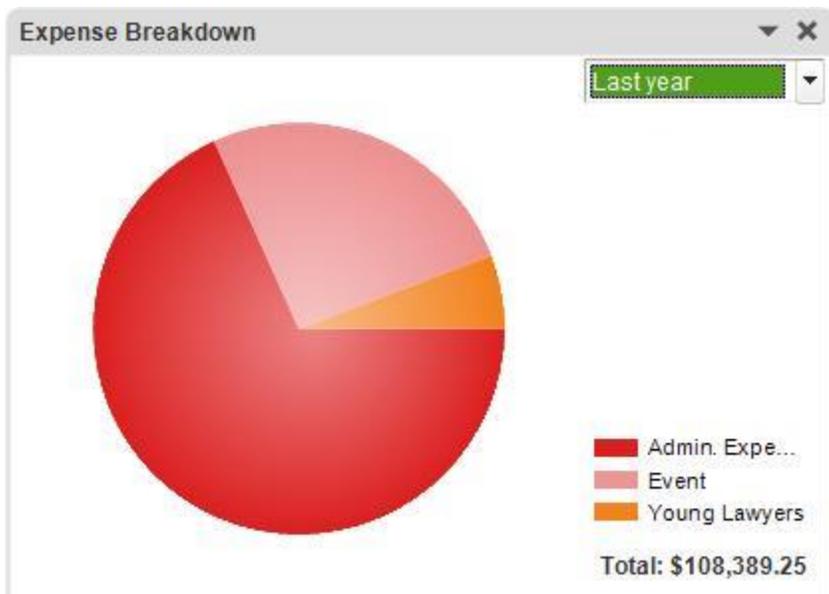
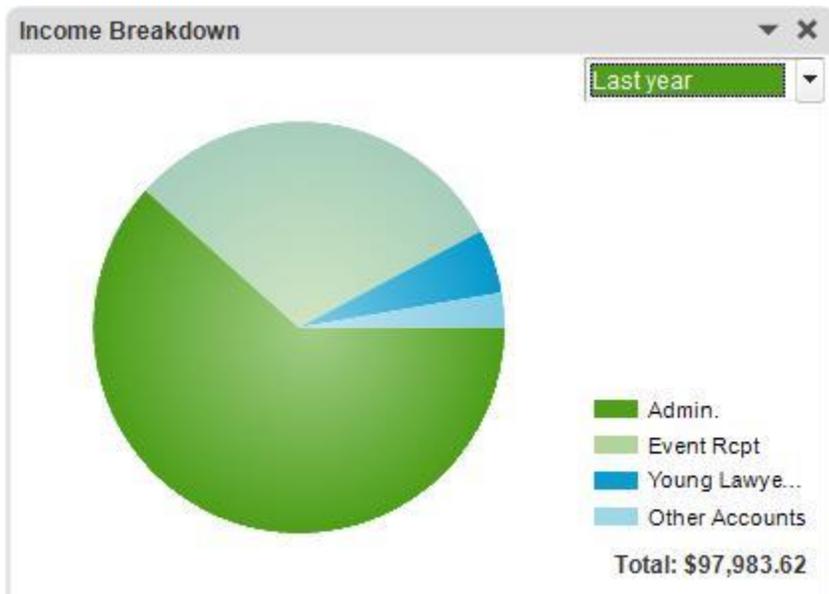
s/ Glenda Cafer

Glenda Cafer
TBA President

P.S. For those of you interested in reviewing more detail about our budget, the following information and graphs show the breakdown of our income and expenses.

The TBA's income is generated from four main categories – Administrative income (dues and annual sponsorships), Event income (CLE's, monthly luncheons, annual meeting, turkey shoot, golf tournament), Young Lawyers Division (events – trivia party and golf tournament) and Advertising (career announcement posted on the email listserve and advertising in the Briefings).

Expenses are broken down into three categories – Administrative expenses (judicial portraits, accounting services, business insurance, phone/Internet, postage, rent/parking, supplies, taxes, and executive director salary), Event expenses (CLE's, luncheons, annual meeting, turkey shoot, golf tournament, holiday party) and Young Lawyers Division (luncheons/socials, annual scholarship, adopted family at the holidays, golf tournament).



The following line graphs show the income to expense loss for the last several years:

