



# THE LAWYERS' SOCIETY

## **TWO-YEAR STRATEGIC PLAN FOR THE LAWYERS' SOCIETY OF SIERRA LEONE: 2025-2027**

### **Executive Summary**

Lawyers' Society (LS) is committed to advancing the rule of law, promoting legal excellence, and advocating for good governance in Sierra Leone. This Two-Year Strategic Plan outlines the key initiatives and actions that the Society will undertake from 2025 to 2027 to achieve its vision and mission. By focusing on advocacy, public interest litigation, professional development, and community engagement, the LS aims to empower its members, promote justice, and enhance public awareness of legal rights.

### **Vision Statement**

To be a leading advocate for justice, good governance, and the rule of law in Sierra Leone, while fostering the professional development and welfare of our members.

### **Mission Statement**

The Lawyers' Society of Sierra Leone is committed to promoting legal excellence, advocating for public interest, and enhancing the welfare of its members through strategic initiatives, professional development, and community engagement.

### **SWOT Analysis**

The Society's Strengths, Weaknesses, Opportunities and Threats are:

#### **Strengths:**

- a. Established Reputation: Lawyers' Society comprises members with solid reputation and credibility in Sierra Leone's legal community.*
- b. Strong Network of Members: A committed membership base that includes influential Sierra Leonean lawyers at home and abroad.*
- c. Advocacy Capabilities: The society's members have the ability to influence public policy and legal reforms through advocacy and media presence.*
- d. Experience and Expertise: A wealth of knowledge in various areas of law, with experienced members who can contribute to professional development initiatives.*
- e. Community Engagement: Strong desire to improve the welfare of marginalized groups and raise legal awareness in local communities.*



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## Weaknesses:

- a. *Scarcity of Resources: The Society might face financial constraints when carrying out large-scale projects and initiatives (e.g., litigation campaigns, outreach programs).*
- b. *Dependency on Voluntary Contributions: Much of the Society's work depends on voluntary contributions from its members and donations, making it difficult to ensure consistent and sustained support.*
- c. *Inconsistent Member Engagement: Some members, particularly younger lawyers, may not always be fully engaged in Society activities, limiting participation in events or programs.*
- d. *Lack of Physical Infrastructure: Limited access to office space and resources for administrative functions, especially as the organization scales.*
- e. *Limited Access to Technology: Insufficient technological infrastructure for managing a growing membership base and implementing digital outreach initiatives.*

## Opportunities:

- a. *Legal and Governance Reforms: Increasing public and government attention on the need for judicial and governance reforms creates an opportunity for advocacy.*
- b. *Public Interest Litigation: There is a growing public interest in legal reforms, human rights, and access to justice, providing ample opportunities for the Society to launch impactful legal campaigns.*
- c. *Strategic Partnerships: Opportunity to form partnerships with local and international NGOs, law schools, and other professional associations to strengthen outreach and initiatives.*
- d. *Digital Transformation: Potential to increase online presence through social media, webinars, and online legal resource centers, making legal information more accessible.*
- e. *Youth Engagement: The growing number of young lawyers and law students offers an opportunity to provide training, mentorship, and resources for their professional development.*

## Threats:

- a. *Political Instability: Changes in government or political instability could pose a risk to the effectiveness of advocacy campaigns and public engagement efforts.*
- b. *Political Interference.*



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- c. *Legal and Regulatory Changes: Any changes in laws or regulations that negatively impact the legal profession could reduce the Society's ability to operate freely or influence policy.*
- d. *Competition for Resources: There are other organizations or NGOs in Sierra Leone competing for similar resources and support for advocacy work.*
- e. *Public Misinformation: Low levels of legal awareness or misinformation about the legal system could hinder efforts to promote rule of law and access to justice.*

## STRATEGIC GOALS AND OBJECTIVES

### **GOAL 1: Advocacy for Good Governance and Upholding the Rule of Law**

*The LS will lead advocacy efforts to strengthen the rule of law, combat corruption, and promote transparency in governance, while ensuring justice for all Sierra Leoneans.*

#### **OBJECTIVE 1.1: Strengthening advocacy efforts to uphold the Rule of Law, combat corruption and promote transparency in governance.**

##### **ACTIONS:**

- ✓ *Issue timely, detailed press releases and position statements on critical issues in governance.*
- ✓ *Engage judicial authorities (Attorney General, Chief Justice, etc.) to address corruption, abuse of judicial power and barriers to justice.*
- ✓ *Develop a media advocacy strategy to ensure consistent engagement with the public via radio, TV, and social and print media.*
- ✓ *Partner with reputable civil society organizations to conduct public campaigns against corruption and bad governance.*

#### **OBJECTIVE 1.2: Engage in policy advocacy to influence legislation and legislative reforms.**

##### **ACTIONS:**

- ✓ *Identify and priorities key areas for legislation and legal reform to enhance governance and the justice system .*
- ✓ *Draft comprehensive position papers and policy briefs for submission to lawmakers, focusing on evidence-based reforms.*
- ✓ *Facilitate high-level meetings with government officials, legislators, and key stakeholders to discuss proposed legal reforms .*



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## GOAL 2: Public Interest Litigation

The Society will actively engage in strategic public interest litigation campaigns to protect the rights of Sierra Leoneans and ensure justice is accessible to all.

### Objective 2.1: Launch strategic litigation campaigns on key issues affecting the public.

#### Actions:

- ✓ *Identify pressing legal issues affecting fundamental rights (e.g., freedom of expression, access to education, environmental protection, land rights, and fair trials).*
- ✓ *Establish and maintain strategic collaborations with law faculties, human rights NGOs, and community organizations to gather support for high-impact cases.*
- ✓ *Publicise the outcomes of landmark cases through media engagements, legal forums, and community outreach to inspire further legal action, raise awareness and encourage community engagement.*

### OBJECTIVE 2.2: Increase the capacity of members to engage in public interest litigation.

#### ACTIONS:

- ✓ *Organize capacity-building workshops on public interest litigation for younger lawyers (especially for lawyers below ten years of practice).*
- ✓ *Create an online resource center, accessible to all members, containing materials, case studies, and tools for public interest litigation.*

## GOAL 3: Professional Welfare and Development

The Society will enhance professional development opportunities and improve the welfare of its members, fostering a thriving and well-supported legal community.

### OBJECTIVE 3.1: Enhance professional development opportunities for members.

#### ACTIONS:

- ✓ *Establish various committees to cater for professional development of members*
- ✓ *Advocate for reform of the Legal Practitioners Act of 2000 (as amended) to improve access to legal training and pupillage opportunities.*
- ✓ *Organize annual conferences focusing on emerging legal trends and practices.*
- ✓ *Provide access to online legal resources and continuing legal education (CLE) programs.*

### OBJECTIVE 3.2: Improve the welfare and working conditions of lawyers in Sierra Leone.

#### ACTIONS:

- ✓ *Conduct a survey to assess the needs and challenges faced by members, especially in mainstream legal practice.*
- ✓ *Advocate for improved conditions in the courtroom and fair remuneration for especially pupil barristers.*



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- ✓ *Establish a welfare fund to support members in crisis, including provisions for critical illness or bereavement support.*

## **GOAL 4: Professional Relationships, Social Events and Community Engagement**

The Society will foster strong social bonds among members and engage with the public to promote legal awareness and education.

### **OBJECTIVE 4.1: Foster a sense of community among members through professional relationships and social events.**

#### **ACTIONS:**

- ✓ *Develop relationships with other bar associations, law societies and legal bodies in the African region and in other commonwealth countries.*
- ✓ *Establish and maintain relationship with other sister organisations such as SLAJ, Medical and Dental Association, Institute of Engineers and Chartered Institute of Accountants etc.*
- ✓ *Organize regular networking events and social gatherings for members (sports meet, outing, etc.).*
- ✓ *Host an annual dinner to socialise, network, celebrate legal excellence and recognize outstanding contributions to the legal profession and society.*
- ✓ *Create informal meet-ups for members to discuss legal issues and share experiences.*

### **OBJECTIVE 4.2: Engage with the community to promote legal awareness and education.**

#### **ACTIONS:**

- ✓ *Launch a community outreach program on radio and TV to educate the public about their legal rights.*
- ✓ *Partner with law faculties/departments/students to conduct legal awareness workshops.*
- ✓ *Organize mobile legal clinics in underserved areas to provide free legal advice.*

## **IMPLEMENTATION TIMELINE**

### **Year 1:**

#### **Q1 (March to May 2025):**

- ✓ *Adopt Strategic Plan*
- ✓ *Register Society at Corporate Affairs Directorate as a Company Limited by Guarantee (alternatively, litigate the refusal to register the Society in the Supreme Court)*
- ✓ *Establish committees (such as Integrity, Litigation, Organizing & Social, Media & Advocacy, Welfare & Professional Development, Fundraising & Project committee)*
- ✓ *Set annual subscription fee and embark on registration and subscription drives*
- ✓ *Organize first annual dinner in April/June 2025 (TBD)*
- ✓ *Develop calendar of events of the Society for 2025 and 2026*





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## Q2 (June to August 2025):

- ✓ *File at least one public interest litigation on an critical constitutional or governance matter*
- ✓ *Organize first networking event (sport-meet or football gala or talent night for lawyers).*
- ✓ *Commence community media outreach*
- ✓ *Rent an office space for the secretariat, hire an administrative assistant for the General Secretary and a dispatcher/clerk/server and equip the secretariat with office equipment*

## Q3 (September to November 2025):

- ✓ *Launch training on public interest litigation or any aspect of the law or critical governance matter*
- ✓ *Develop position papers on governance reforms*
- ✓ *Initiate ad hoc pro bono programs for public interest litigations and advocacy.*
- ✓ *Organize professional training for colleagues below five (5) years*

## Q4 (December 2025 to February 2026):

- ✓ *Evaluate progress or results on activities or initiatives.*
- ✓ *Develop Implementation timeline for Year 2*
- ✓ *Host conference and annual general meeting*
- ✓ *Host social evening to climax AGM*

### EVALUATION AND MONITORING

**Half-Yearly Reviews:** Assess progress on objectives and adjust strategies as needed.

**Members' Feedback:** Regularly solicit feedback from members to ensure initiatives meet their needs.

**Impact Assessment:** Evaluate the outcomes of advocacy efforts and public interest litigation to measure effectiveness.

### RISK MANAGEMENT PLAN

#### **Risk 1: Financial Instability**

- a. **Risk Description:** The Society might face challenges in securing consistent funding to carry out its activities.
- b. **Mitigation Strategy:**
  - i. Develop diverse revenue streams, including membership dues, grants, sponsorships, and fundraising events.
  - ii. Create a financial reserve to ensure the continuity of operations during lean periods.
  - iii. Engage in regular fundraising campaigns and explore collaborations with other organizations for shared resources.



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## Risk 2: Member Engagement and Retention

- a. **Risk Description:** Members may become disengaged, which could impact participation in events, programs, and advocacy efforts.
- b. **Mitigation Strategy:**
  - i. Implement targeted engagement initiatives to involve younger lawyers and retain veteran members (e.g., mentorship programs, social events).
  - ii. Regularly communicate with members to update them on the Society's achievements and upcoming events.
  - iii. Develop an attractive membership package with clear benefits, such as professional development opportunities, networking, and legal resources.

## Risk 3: Political and Legal Climate

- a. **Risk Description:** Political instability or changes in government may affect the Society's ability to conduct advocacy or litigate on public interest issues.
- b. **Mitigation Strategy:**
  - i. Build relationships with various stakeholders, including members of the judiciary, legislators, and civil society organizations, to ensure broad support for advocacy.
  - ii. Ensure that advocacy positions are well-grounded in law and widely supported by the public and international bodies, reducing the risk of political backlash.
  - iii. Stay informed about the political landscape and adapt strategies accordingly to minimize risk.

## Risk 4: Limited Access to Technology

- a. **Risk Description:** The Society may struggle to utilize technology effectively, limiting its ability to engage with members and the public.
- b. **Mitigation Strategy:**
  - i. Invest in digital infrastructure, including a website, member portal, and social media platforms, to improve communication and outreach.
  - ii. Partner with tech firms or international organizations that can provide resources or expertise in digital transformation.
  - iii. Offer digital literacy training for members to ensure they are equipped to engage with the online resources and communication channels.



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## Risk 5: Legal Challenges in Public Interest Litigation

- a. **Risk Description:** Public interest litigation may face legal or procedural challenges, delaying outcomes and affecting the impact of the Society's advocacy.
- b. **Mitigation Strategy:**
  - i. Ensure thorough case preparation and legal research to strengthen the chances of success in litigation.
  - ii. Partner with experienced litigators or law firms that specialize in public interest cases to provide legal support and advice.
  - iii. Build a solid network of civil society partners who can provide additional support for cases and public campaigns.

## CONCLUSION

This strategic plan aims to position the Lawyers' Society of Sierra Leone as a proactive force in advocating for good governance, enhancing the professional development of its members, and engaging with the community. By focusing on these key areas, the society can make a significant impact on the legal landscape in Sierra Leone over the next two years.

***Approved and adopted by the Executive/Board of Directors of the Lawyers' Society this 27<sup>th</sup> day of March 2025.***

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**General Secretary**  
**Margaret A. L. Davies (Mrs.)**

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**President/Chairperson**  
**Augustine S. Marrah Esq**