



In Loving Memory of James W. Jones IV

February 28, 1945 – December 11, 2024

It is with heavy hearts and deep sadness that we share the news of the sudden passing of James W. Jones IV ("Jim"). Jim unexpectedly departed this life on December 11, 2024, at the age of 79. Jim was not sick nor was he battling any long-term illness. He contracted an invasive bacterial infection that rapidly spread and evolved into sepsis in a matter of hours. Like all of you we are simply stunned at the sudden loss of such a great man.

A beloved husband, father, grandfather, friend, and mentor, Jim's life was a testament to kindness, perseverance, and the unwavering belief that one person could make a difference in the world. His gentle humor, profound wisdom, and steadfast dedication to his family, friends, and community touched countless lives.

Jim was born on February 28, 1945, in Texarkana, Texas. Growing up in the shadow of American apartheid, Jim's early years were shaped by the realities of segregation and the burgeoning Civil Rights Movement. Witnessing these injustices firsthand sparked in him a deep desire to challenge inequality and build a more just society.

In college, at Trinity University in San Antonio, Texas, where he served as Student Body President and graduated magna cum laude with honors, Jim was first introduced to the ways in which the law could be used to change society for the better. He was awarded the Root Tilden Scholarship at NYU Law School, specifically focused on using the law to achieve social justice, and graduated cum laude with his Juris Doctor.

With a career spanning over five decades, Jim's legacy is defined by his remarkable contributions to the legal field, his commitment to public service, and his tireless efforts to uplift his community. Jim began his professional journey as Assistant to the General Counsel of the United States Air Force (1970–1973), setting the foundation for a distinguished career in law and leadership. He joined Arnold & Porter LLP in 1973, a firm that had a very strong record for pro bono service, where he served as both an associate and partner, eventually becoming Managing Partner (1986–1995). Jim settled in the very unusual practice of representing large non-profits in major financing and development projects. He worked with clients like the Ford Foundation, PBS, and Regents of the University of California, which gave him the chance to continue his commitment to using law in public service.

Following his tenure at Arnold & Porter, Jim became Vice Chairman and General Counsel at APCO Worldwide, serving from 1995 to 2000 and contributing to the company's global reach. He then transitioned to Hildebrandt International (later Hildebrandt Baker Robbins), where he

served as Vice President, Senior Vice President, and Managing Director from 2001 to 2011, as well as Chairman of the Hildebrandt Institute during the same period.

In 2012, Jim founded Legal Management Resources LLC, where he served as Principal, providing strategic guidance to law firms and legal organizations. That same year, he was named Senior Fellow at the Center for the Study of the Legal Profession at Georgetown University Law Center, a role in which he advanced the study and understanding of the evolving legal landscape. He was also the co-founder and senior faculty member for the Master's Degree in Law Firm Management at The George Washington University's College of Professional Studies, mentoring countless legal professionals.

Jim was widely recognized for his expertise and thought leadership, receiving numerous accolades throughout his career. These included the American Bar Association's Fund for Justice and Education Special Award (1993), the D.C. Bar Frederick Abramson Award for Pro Bono Service (1999), and the Pro Bono Institute President's Award (2024), among others. An accomplished author, Jim penned numerous books and articles on topics such as globalization, ethics, law firm strategy, and partnership issues, leaving an enduring intellectual legacy. His expertise and thought leadership made him a sought-after speaker at conferences and events worldwide.

A dedicated community leader, Jim served as Chairman of the Pro Bono Institute from 1996 to 2023, championing access to justice for underserved populations. He was Chairman of the Board of Trustees for both The Alban Institute (2008–2011) and the Eugene and Agnes E. Meyer Foundation (2003–2006), and he served on the boards of Trinity University (1992–2010), Children's National Medical Center (1995–2002), and Bearacuda Reinsurance Company (1997–2022). Jim's passion for service extended to the arts, where he served on the Board of Directors of the Tephra Contemporary Art Institute from 2013 to 2023. His diverse contributions to professional and community organizations reflected his deep commitment to ethical leadership and public service.

When Jim and his wife, Suzi, moved to Reston in 1973, he brought that same spirit of dedication to their church community. His leadership on the church's Vestry board, including serving multiple terms as Senior Warden, helped transform a vacant lot into the thriving church it is today. He chaired building committees, handled financial roles, and supported strategic planning. Together with his wife, Suzi, he taught adult education courses, enriching the lives of others. For many years, Jim even served as the church pianist until they could hire a professional organist.

For all his professional and community achievements, Jim's greatest joy came from his family. He was a devoted husband, sharing a lifetime of love and partnership with his wife of 56 years, Susan Jones. Together, they built a home filled with laughter, respect, and an unshakable bond. Jim was a loving and attentive father to Jennifer and Laura, and a proud grandfather to Jack, Mira, and Wesley. Family gatherings were always filled with his warm humor, thoughtful reflections, and unconditional love. He taught his children and grandchildren the values he held dear: to be kind, to pursue justice, and to always act with integrity. Whether through bedtime stories, life lessons, or quiet moments spent together, Jim instilled in his family the belief that they could achieve anything they set their minds to do.

Jim leaves behind a legacy that will be cherished for generations. His life was defined not only by what he accomplished but also by the love and light he brought to those around him. His friends remember his quick wit, his thoughtful advice, his love of singing every verse of every song, and his ability to make anyone and everyone feel seen and valued. His colleagues admired his brilliance, humility, and unwavering dedication to justice. And his family treasures the memories of a man who gave them all so much.

Jim's journey reminds us of the power of kindness, the importance of standing up for what is right, and the profound impact one life can have on the world. Though he is no longer with us, his spirit will continue to guide and inspire all who were fortunate enough to know him.

Jim is survived by wife Susan Jones (Etnyre), daughters Jennifer Jones and Laura Jones, son-in-law, James Kaelin, grandchildren Jack Kaelin, Mira Kaelin, and Wesley Jones, his sister, Lisa Norton and her husband, Charles Norton, his sister-in-law, Mary Watts and her husband Dennis Watts, and his brother-in-law, Robert Etnyre and his wife Eugenia Georges.

A celebration of Jim's extraordinary life and legacy will be held on March 15, 2025, at 11:00am at St. Anne's Episcopal Church in Reston, Virginia. In lieu of flowers, the family encourages donations to the [Pro Bono Institute](#), [St. Anne's Episcopal Church](#), and [Cornerstones](#).