

LEGAL HEALTH AS A PATHWAY TO BUILDING STRONGER ORGANIZATIONS

How the Legal Health Check helped JUST FEEL's leadership gain new knowledge, clarity, and confidence



Organization: JUST FEEL

Website: www.justfeel.hk

Legal Health Check Status: Report Received

Priority Issues Addressed (as of May 2026):

Payslip System, Employment Contracts,
Board of Directors' Term Limits

JUST FEEL empowers educators and parents to nurture the next generation through their Compassionate School Program, which systemically promotes Social-Emotional Learning and Compassionate Communication in local schools.

JUST FEEL's Co-Founder and Executive Director, Raymond Yang, was introduced to PILnet's Legal Health Check through a Board member. He signed up for the service to get an outside opinion on JUST FEEL's potential legal blind spots. Raymond led the Legal Health Check process, including completing the initial questionnaire and answering follow-up questions from pro bono lawyers, and brought in members of his team as needed throughout the process.

FROM AWARENESS TO ACTION

Raymond found the initial questionnaire and follow-up questions prepared by the pro bono lawyers straightforward and easy to understand. The experience of filling out the questionnaire opened his eyes to issues he had not considered and highlighted legal issues that were already on his radar, but he had not yet taken action on. Going through the Legal Health Check process, Raymond realized many additional considerations that could impact his organization's legal health, thereby significantly improving his awareness of potential legal and operational risks.

"THE LEGAL HEALTH CHECK REALLY OPENED MY EYES—IT HELPED ME SEE THE BIGGER PICTURE, UNDERSTAND WHAT WE HAD BEEN MISSING, AND MAKE BETTER DECISIONS ABOUT WHAT TO PRIORITIZE AS AN ORGANIZATION."

BUILDING STRONGER FOUNDATIONS

Raymond shared the final recommendations report with his Board of Directors to foster more governance discussions about the organization's long-term sustainability. With their support, JUST FEEL prioritized reviewing employment contracts. The team had been aware of this issue even before commencing the Legal Health Check process, but the report recommendations emphasized its urgency and importance, prompting Raymond and his team to take action.

The impact of the Legal Health Check extended beyond the specific recommendations made in the report; it empowered JUST FEEL to implement several new processes and programs that strengthened the foundation of the organization's operations. This included a formal payslip system, better management of day-to-day contracts, clearer arrangements with external designers regarding copyright, and more structured and transparent documentation overall.

In addition, the Legal Health Check significantly enhanced the team's legal awareness, giving them a clear understanding of essential compliance practices and boosting their confidence when making operational decisions.

TAILORED, PRACTICAL, AND HOLISTIC

JUST FEEL had past experiences with other risk assessment tools, but found PILnet's Legal Health Check to be more comprehensive and holistic. Raymond appreciated the PILnet team's advice and consideration of JUST FEEL's specific needs. He felt that the PILnet team made a genuine effort to understand his concerns from the outset, which contributed to a stronger sense of support and understanding throughout the process.

"COMPARED TO OTHER REVIEWS, THE LEGAL HEALTH CHECK WAS MORE HOLISTIC—IT REALLY HELPED ME SEE GAPS AND THINK MORE CLEARLY AS A LEADER."



TIPS FOR OTHER ORGANIZATIONS

- Be open and transparent about your needs and expectations from the start—the more you share, the more practical and comprehensive the Legal Health Check report will be for your organization.
- Align on timelines and deliverables with PILnet so you can plan ahead and ensure your day-to-day work and annual priorities don't get lost.