

# WASHINGTON STATE BAR ASSOCIATION

## Small Town and Rural Committee

**Small Town and Rural Committee Meeting I Virtual Only**

**Thursday, February 17, 2022 | 12:00 p.m. – 2:00 p.m.**

Via [Zoom](#) | Meeting ID: **884 6080 9037** | Passcode: **047632** | Call-in: **888-788-0099**

### AGENDA

1. Introductions, January Meeting Recap, and Approval of January Meeting Minutes (Gov. Abell)
2. WSBA Updates (Gov. Abell and Julianne)
3. Subcommittee Report Updates
  - a. Community, Education, and Outreach (Kari Petrusek, Chair)
  - b. Pipeline Placement Program (Laurie Powers, Chair)
  - c. Job Opportunities and Clearinghouse (Betsy Penoyar, Chair)
4. STAR Committee Recruitment and Appointments (Julianne)
5. NWSidebar Blog Series (Gov. Abell and Colin Rigley)
6. Rural Justice Collaborative
7. Other Business
8. Next Steps/ Conclusion
9. Adjournment

### 2021 - 2022 STAR Committee Meeting Schedule

October 26, 2021	Meeting: 3 – 5:00 p.m.	Virtual Only
November 18, 2021	Meeting: 12 - 2:00 p.m.	Virtual Only
January 20, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
February 17, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
March 17, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
April 21, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
May 26, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
June 16, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
July 21, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
August 18, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
September 15, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only

# WASHINGTON STATE BAR ASSOCIATION

## Small Town and Rural Committee Charter

Effective: April 17, 2021  
and modified to make  
Chair a voting member  
on July 16, 2021

### ***Purpose***

The WSBA Small Town and Rural (STAR) Committee is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Committee will work to ensure that the practice of law in rural communities is present, growing, and thriving.

Practitioners in rural communities are few and far between. Additionally, many of these practitioners are nearing retirement without a clear plan of succession for their clients, leaving a void of access to legal representation and counsel. The STAR Committee will guide policy & program development, serves as ambassadors between the WSBA and these communities, explore and advocate for creative and innovative solutions, and regularly assess the legal landscape in rural communities to determine if WSBA policy, advocacy and program development require further resource for sustainability and improvements.

The STAR Committee aligns with the authorized activities outlined in General Rule 12. More specifically, GR 12.1 (a) articulates the Washington Supreme Court’s regulatory objective to provide, in part, “meaningful access to justice. . .” while GR 12.1(d) strives for “affordable and accessible legal services.” In addition, the STAR Committee aligns with the authorized activities outlined in GR 12.2, in particular by providing “services to members and the public,” and “fostering collegiality among its members and goodwill between the legal profession and the public.”

Further, the STAR Committee furthers the WSBA mission to serve the public and the members of the Bar by providing focused attention on the unique needs of residents and members in rural areas both by improving access to legal practitioners in rural communities and outreach and development of a pipeline of younger rural residents to pursue a legal career and serve their communities.

### ***Definition of “Rural”***

For the purpose of the STAR Committee and reflective of Washington’s unique geographic and socio-geographic landscape, the definition of “rural” is as follows:

Based on the definitions produced by the U.S. Department of Agriculture Economic Research Service (ERS) and an overview of Washington county population, we focused on counties with populations of less than 50,000 and more than 2,500. These areas are considered ‘urban non-metro areas not part of larger labor markets’ by ERS. As part of the working definition, and for ease, we have termed these counties as ‘rural.’ Based upon WA county population data, we’ve pursued a hypothesis that counties with 30,000 or more as rural, but likely more

adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

### **Composition**

Members of the STAR Committee should have demonstrated experience and/or interest in a thriving legal practice in Washington's rural communities. The STAR Committee will consist of 13 members and are outlined as:

- Chair (voting member)
- 2 Current or Former WSBA Board of Governors Members (voting members)
- 1 Active WSBA Member At Large (voting member)
- 4 Active WSBA Members from rural communities - see above for definition of "rural" (voting members)
- 1 Active WSBA Young Lawyer Member, as defined in WSBA Bylaws (voting member)
- 3 Law School Representatives (voting members, must be currently employed with a WA Law School which is not currently represented on the Committee.)
- 1 Active WSBA Lawyer Member currently employed with a Qualified Legal Service Provider (QLSP)(voting member).

WSBA Staff Liaison: Member Services and Engagement Manager or staff member in the Advancement Department, non-voting

Board of Governor Liaison: as assigned annually, non-voting.

### **Terms**

- Chair: two-year term
- Members: three-year term

### **Initial Committee Terms**

The first appointments to the STAR Committee should effectuate a staggered rotation of STAR Committee members. Therefore, the following terms are in place for the first appointment cycle only. All subsequent terms should adhere to the term limits stated above. STAR Committee member serving an initial term less than three years, should be considered an incomplete term. Therefore, the member is eligible to serve two subsequent complete three-year terms in WSBA Bylaws.

- 2 Active WSBA Members  
*1 member with two-year term, 1 member with three-year term.*
- 4 Active WSBA Members from rural communities (see above for definition)  
*1 member with one-year term, 1 member with two years term, 2 members with three-years term.*
- 3 Law School Representatives (voting, must be currently employed with a WA Law School)
- *1 member with one-year term, 1 member with two-years term, 1 member with three-years term.*

The following positions will begin as a standard term as set forth in this charter.

- Chair
- 1 Active WSBA Young Lawyer Member

- 1 Active WSBA Lawyer Member currently employed with a Qualified Legal Service Provider (QLSP).

### ***Scope of Work***

The scope of the STAR Committee's work will focus on what the WSBA is uniquely positioned to do in supporting a sustaining and thriving environment for the practice of law in Washington's rural communities. The STAR Committee will work with all relevant and interested stakeholders to collaborate where needed. The provision of direct legal services and civil legal aid to the public is outside the scope of the STAR Committee.

### ***Measures of Success***

- Increased awareness of the issues and possible solutions to address any gap in practicing members in rural communities.
- A sustainable pipeline of legal practitioners in rural communities.
- Increased numbers of legal practitioners in rural communities.
- The establishment of funding for programs and initiatives for the practice of law in rural communities.

### ***STAR Committee Roles***

#### **1. Community Education and Outreach**

Coordinated efforts to educate members and potential members about the unique needs, opportunities and benefits of a rural practice. This can include, but should not be limited to, comprehensive information on WSBA's website, features in WSBA publications, presentations at high schools, law schools and community colleges. Meetings and events, such as a summit or symposium, to highlight the issue, convene interested stakeholders to share their concerns and strategize on possible solutions.

#### **2. Pipeline and Placement Program(s)**

Develop WSBA programming, or WSBA supported/partnered programming designed to build a pipeline of practitioners in rural areas as well as an incentive program to encourage members to explore a rural practice on a time-limited or multi-year timeframe. This role should explore a possible collaboration or strategic overlap with WSBA existing and future mentorship program(s). In particular, this role will require extensive strategic planning and identification of external stakeholder support and additional funding sources. Coordinate with law schools and other stakeholders regarding economic incentives to practice in rural areas.

#### **3. Job Opportunities and Clearinghouse**

Utilize existing and future WSBA resources to support and highlight job opportunities in rural communities. This role should include making it easier, and perhaps more cost-effective, to add job postings to WSBA's service. Develop a clearing house to assist retiring members with succession planning and the buying/selling of a practice.

### ***Committee Evaluation***

The STAR Committee should conduct an assessment within five years from the date of Board of Governors' approval by 1) conducting a survey of rural practitioners to provide stakeholder feedback regarding the impact of this Committee to effectuate change in these areas, 2) assessing the scope of work to reflect impact and progress in this area and align with trends in the greater legal community, and 3) earnestly examining if the Committee is necessary to continue the scope of work.

# WASHINGTON STATE BAR ASSOCIATION

## Small Town and Rural Committee

### Small Town and Rural Committee Meeting Minutes Thursday, January 20, 2022, | 12:03 p.m. – 1:43 p.m. *Virtual meeting via Zoom*

**Committee Members Present:** Sarah Cuellar (joined at 12:23pm), Allison Foreman, Cindy Yeung, Elizabeth Penoyar, Hunter Abell, Kathryn Burke, Laurie Powers, Merf Ehman, Rusty McGuire, Sunitha Anjilvel, Zachary Bryant

**Committee Members Absent:** P.J. Grabicki

**WSBA Staff:** Julianne Unite – Member Services and Engagement Manager, Chelle Gegax – Member Services and Engagement Administrative Assistant, Kevin Plachy – Advancement Department Manager, Mike Kroner – Outreach Specialist, Salena Salagno – Equity & Justice Specialist

**Public Attendees:** Justice Jane Smith, Cindy Yeung, Kari Petrasek, Ann Spangler, Sophia Byrd McSherry, Larry Jefferson, Lauren McElroy

## Introductions, November Meeting Recap and Approval of November Minutes

STAR Committee Chair, Governor Hunter Abell, called the meeting to order at 12:03 p.m. All in attendance provided introductions, including WSBA staff and those in attendance for their first meeting. On motion by STAR Committee Member Laurie Powers, seconded by Committee Member Zachary Bryant (Zac), by unanimous vote (11-0-0) the STAR Committee approved the January 2022 meeting minutes.

## WSBA Updates

Governor Abell provided an update about the examination of structure of the Bar. The WSBA is currently an integrated bar association with mandatory membership. The WSBA will be looking at possible restructure of the Bar. STAR Committee Member Governor Sunitha Anjilvel requested that all members of the Committee keep an eye out for communications from the WSBA regarding restructuring communications and to be as involved as possible in this venture.

## Discussion of proposed STAR Committee Fellowship Program

Governor Abell directed Committee members to the proposal within the meeting materials packet regarding the fellowship program. This is a draft proposal and open to review and changes from the Committee members. It was established as a phased ideation approach, with goal to propose the program to Board of Governors (BOG) by July 1, 2022. This is a two-part proposal including cohort

program, followed by a fellowship program. Governor Abell encouraged committee members to discuss the proposal amongst each other.

STAR Committee Member Kathryn Burke (Katie) asked how we determine who gets to join the program. Governor Abell responded that the program is proposed to be overseen by the STAR Committee and ran by the WSBA staff. Laurie asked, “how do we get students engaged, when do they join the cohort”. Laurie also suggested having law schools and employers match stipends for students to complete summer programs.

Governor Anjilvel commented that the issue of Diversity, Equity, Inclusion (DEI) should be addressed in the proposal. It should also include resources such as the Diversity Committee at WSBA. Governor Anjilvel also questioned how do we engage students who are diverse, to go out into communities where they will be underrepresented or not represented at all? STAR Committee Member Merf Ehman commented that they were unclear on the process of this Committee and thought that the STAR committee was working through subcommittees. Governor Abell clarified that the proposal in the materials was created by his attempt to identify patterns from previous STAR Committee meetings and interest in ideas suggested. Governor Abell also explained that no idea is off the table and encourages Committee members to propose changes.

STAR Committee Member Allison Foreman seconded the idea of a summer cohort mentioned earlier by other members. She also agrees that the amount of the stipend is not enough to garner attention of students and feels it will also be helpful to identify legal needs in the communities’ students will be joining to ensure needs are met. Allison suggested monthly check-ins instead of annual. Allison also proposed that the program could include test prep and/or bar exam fees to be paid for. She suggested including out of state applicants that are committed to returning to rural areas in WA.

STAR Committee Member Cindy Yeung, from Seattle University School of Law, commented that the pipeline committee has yet to meet and would like more time to think of the proposal and provide further feedback at a future meeting. She has some concern regarding the lack of detail in the administration of the program, which would require a lot of oversight.

WSBA Staff Liaison, Julianne Unite, provided more detail on the ideation phased approach.

Katie commented that a lot of people seem focused on the financial piece, but she does not want this to be a barrier. She commented that rural areas cost of living expenses are lower and that a \$3000 stipend may go farther in those areas.

Lauren McElroy from the University of Washington School of Law asked how students would find employers for the program.

Larry Jefferson commented that six people seems to be too small for a cohort. He is also concerned about housing and suggested a partnership with community housing programs and/or local community colleges to make this easier. Larry also encouraged paid opportunities to include more diversity, equity, and inclusion. He suggested to increase the number of members in the cohort to up to 10 from each law school to accommodate for fall out.

Merf commented that they felt the need for both short- and long-term approaches.

Justice Jane Smith commented that tribal communities are in need, and in rural areas, and that there is a huge potential for partnership in the tribal areas.

Cindy commented via chat that Seattle University hired a coordinator for the Heritage University (Yakima) pipeline program and that they are starting as soon as possible, and that it would be useful for her to speak to them about their model. Merf commented that they felt it would be beneficial to the coordinator present to the STAR Committee. Laurie also agreed on this point.

Governor Abell commented to allow subcommittees to meet, and then readdress on the proposal at the next meeting.

## Confirmation of subcommittee membership and interest

Committee members discussed interest and participation in subcommittees as identified below:

### **Community Education and Outreach**

Allison Foreman, Kathryn Burke, Kari Petrasek, Mike Kroner

### **Pipeline Placement Program – Chaired by Laurie Powers**

Kathryn Burke, Laurie Powers, Merf Ehman, Cindy Yeung, Kari Petrasek, Sophia Byrd, McSherry

### **Job Opportunities and Clearinghouse – Chaired by Betsy Penoyar**

Betsy Penoyar, Hunter Abell, Sarah Cueller, Zachary Bryant, Justice Jane Smith

Governor Abell encouraged subcommittees to meet before next scheduled STAR Committee meeting in February and reach out to WSBA staff for assistance in scheduling, if needed.

## Other business

**Pro Bono opportunities:** A request was made for the STAR Committee to have a role in identifying and/or coordinating pro-bono opportunities in rural areas. The STAR Committee will connect the requestor with the Job Opportunities/Clearinghouse subcommittee.

**Public defender:** Governor Abell received an email from Jeremy Ford, Public Defender in a rural county who inquired if there was rural public defender representation on the Committee. Governor Abell advised that there was not at this time, and extended invite to attend meetings to Mr. Ford.

**May BOG Meeting scheduling conflict:** Julianne commented that it was brought to her attention that the May BOG meeting is scheduled at the same time as the May STAR Committee meeting. Julianne asked if the Committee would like to reschedule due to this conflict. Governor Abell asked who would chair a meeting in his absence, as he would need to attend the BOG meeting. Julianne commented that Governor Abell could appoint a member to chair in his absence if the need were to arise.

Committee members discussed rescheduling the STAR Committee meeting to take place the week after the BOG meeting. Justice Smith commented to reschedule. Zac also commented to schedule to the week after, to allow for BOG information to be reviewed and shared if it impacts the STAR Committee. Governor Abell rescheduled the May meeting to May 26<sup>th</sup>, at 12:00 pm – 2:00 p.m.



## Next Steps/ Conclusion

### Adjournment

Governor Abell confirmed next meeting will be February 17, 2022. Mike Kroner asked if anyone had suggestions on rural communities' practitioners that would be good for WSBA blog articles. STAR Committee Member Rusty McGuire suggested Ryan Ortuno.

DRAFT

# WASHINGTON STATE BAR ASSOCIATION

## 2022 WSBA Committee/Board

### Volunteer Recruitment & Appointment Process

#### Recruitment

*The process for attracting, inviting, and screening applicants for volunteer roles. An invitation to qualified individuals to fill specific positions designed to either further the mission or fulfill a required body of work.*

#### Appointment & Nomination Process

*The process for seeking appointment and nomination from the Board of Governors Nominations Committee. Other similar Actions may apply.*

#### Overview

WSBA will use a variety of recruitment strategies and communication tools to invite WSBA members and members of the public to apply for the volunteer opportunity that matches with their interests, skill sets, experiences and other eligibility factors which may apply.

There are several types of recruitment strategies:

1. Warm Body: broad-based, good for large scale, short-term opportunities. An indirect ask.
2. Concentric Circles: people who know the work asking others in their personal or professional circles to consider volunteering. A direct ask.
3. Brokered: using an agency, such as *VolunteerMatch*, to get the word out to a wide group beyond the membership. An indirect ask.
4. Targeted: *see below*.

The WSBA Board of Governors Nominations Committee will review, discuss, and take Action on various appointments and nominations in a timely manner. The Nominations Committee meets on the third Tuesday of each month. A bulk of these Actions take place in June and July; the Nominations Committee has extended the duration of these meetings to address as many entities as possible.

Names of applicants being recommended or nominated to serve on a Committee/Board/Council other entity will be posted online prior to each meeting. All information about the Nominations Committee can be found online [here](#).

#### Strategy/Process

Recently, WSBA has taken steps toward developing a targeted recruitment strategy, that will evolve and grow in sophistication year after year. Please note that WSBA will always utilize 'Warm Body' recruitment to ensure that all members are aware of volunteering opportunities with WSBA.

Targeted Recruitment is a thoughtful and specific invitation, connecting the right volunteers to your entity. Targeted recruitment requires clear, specific, and honest information.

WSBA will communicate to specific targeted audiences; grouping opportunities a particular audience may be interested in and eligible for.

See below for a complete list of applicable deadlines. Please work with your staff liaison to complete the Cover Memo (final template coming in March) by the materials deadline. The purpose of the memo is to summarize the decisions and considerations taken by the Recommendation or Nomination Team for your group when reviewing applicants and selecting those for nomination or appointment.

Any Action taken by the Nominations Committee is not final until seven (7) days after each meeting (*see p.3*). WSBA's Volunteer Engagement Advisor will contact the Court (if applicable) all applicants, nominees, etc. in a timely manner.

February 2022

**For Your Consideration:**

*Current volunteers are excellent partners in recruitment! Feel free to use the ‘concentric circles’ strategy and continue to be a positive and vocal supporter of WSBA volunteerism.*

**Timeline**

**March 1 – Begin Recruitment Strategy Discussions.**

As a group, consider the following questions:

1. *What is the job that needs to be done?*
2. *Who would want to do that job?*
3. *What skills, experiences & interests are best suited for the role?*
4. *What features and benefits will they receive?*
5. *What skill sets, experiences, backgrounds could our group benefit from that is not already represented?*

- Thinking through the ‘Concentric Circle’ strategy, evaluate your personal or professional circles that may be a good fit for the group and invite them to apply.
- Thinking through the ‘Targeted’ strategy, identify audiences that may be interested in, and a good fit, for your group. Direct these suggestions to your staff liaison. If any member in your group has a connection to one or more of these audiences, consider utilizing that relationship to get the word out!

The application in [myWSBA](#) will be open on or around March 1.

*Reminder: All current volunteers who are seeking another term (if eligible), please remember to complete your application in myWSBA.*

**March 14 – Targeted Recruitment Eblasts Sent**

Six ‘groupings’ (or audiences) of WSBA members have been identified this year. Additionally, all members will be informed of WSBA’s volunteer opportunities through: [BarNews](#), WSBA Take Note, social media, WSBA’s blog [NWSidebar](#), and new web content. A curated list of public contacts and organizations will be contacted (any individuals or groups you’d like to add, please let your staff liaison know!), and anyone who has completed the [Volunteer Interest Form](#) will receive a specific email detailing opportunities that matches their interests.

**For Your Consideration:**

*It is a good practice to interview applicants. This helps ensure a good match between volunteer and opportunity. It also helps the volunteer learn more specific information about the work of the entity. Reach out to Volunteer Engagement Advisor for assistance if interested.*

**April 15 – Application Deadline**

It is important to encourage all to apply by this deadline to allow time for all review, appointment, and nominations processes to occur in a timely manner. The sooner the applicant is appointed; the sooner they can prepare and plan to engage with your group!

**May 13 – Recommendations/Selections due in myWSBA**

Connect with your staff liaison about this step in the process.

<b>Board of Governors Nominations Committee Meeting Schedule</b>	
<i>Summer 2022</i>	
<b>Materials Deadline</b>	<b>Meeting Date</b>
June 1	June 28
July 1	July 26
August 2	August 23
September 6	September 27

*Meeting dates are subject to change.*

## Additional Information

Visit the [WSBA Volunteer Toolbox](#) to View Relevant Policies and Resources for Recruitment including:

- [WSBA Committees and Boards Policy](#)
- [WSBA Entity Chairs and Liaisons: Roles and Responsibilities](#)
- [Guidance for Nominating Teams](#)

All positions are considered open if a committee or board member's term is ending, even if that member plans to apply for reappointment. Anyone interested in being appointed or reappointed must complete an application.

Recommendations for open positions on WSBA committees and boards are made by a Recommendation Team generally comprised of the staff liaison, BOG liaison, and chair, and/or chair-elect. Members of the Board of Governors may also recommend candidates for positions on any committee or board. A slate of recommended candidates is forwarded to the Board of Governors' Nominations Committee for action.

Supreme Court boards may share redacted applications with and solicit feedback from their board members. The staff liaison, BOG liaison, and chair prepare a slate of recommended candidates, which is forwarded to both the Board of Governors' Nominations Committee for optional action and the Supreme Court for action.

Recommendations are made public two weeks before each meeting of the Board of Governors Nominations Committee. After the Nominations Committee takes action, the full Board is notified via email and has a week to request reconsideration of any decision. If no request is made, the Nomination Committee's actions are considered final. Chair appointments are made by the President-elect, not the Nominations Committee. The President-elect submits the recommendations to the full Board at the July meeting.

**The WSBA values diversity and inclusion, and encourages Black, Indigenous and people of color, women, people from the LGBTQ communities, people with disabilities, and members of other groups who have been systemically oppressed to apply for our committees, boards, and panels.**

For questions, support, or guidance during this process, please feel free to reach out to Volunteer Engagement Advisor Paris Eriksen ([parise@wsba.org](mailto:parise@wsba.org)).

## **Small Town and Rural Committee**

### **Volunteer Position Description**

The Small Town and Rural (STAR) Committee was established by the Board of Governors with approval of its charter in April 2021. The STAR Committee is committed to strengthening and supporting the practice of law in the rural communities throughout Washington state. The STAR Committee furthers the WSBA mission to serve the public and the members of the Bar by providing focused attention on the unique needs of residents and members in rural areas.

**Position overview:** The STAR Committee will guide policy and program development, serve as ambassadors between the WSBA and these communities, explore and advocate for creative and innovative solutions that further the goals of strengthening and supporting the practice of law in rural communities. The three main focus areas of the Committee are:

1. Community Education and Outreach
2. Pipeline and Placement Program(s)
3. Job Opportunities and Clearinghouse.

See the Committee charter for more information.

**Time commitment:** Given that the STAR Committee is focused on and will largely be composed of rural practitioners, attendance to meetings will be primarily and predominantly virtual. As this Committee is new, it is anticipated that meetings may be monthly for 2 hours. Subcommittees may meet between meetings and there may be additional work completed by members outside of the meeting schedule.

In accordance with the Charter, the initial terms will be staggered to implement a regular rotation of incoming committee members. After the initial round of appointments, all subsequent appointments will be for a three-year term with eligibility to be reappointed for a second term. Committee Chair will serve a two-year term.

**Requirements:** Applicants must be active WSBA members, unless otherwise stated in the charter. One emeritus pro bono position is available. There are no requirements for years of practice or practice area. Applicants should be committed to advancing WSBA's mission to serve the public and champion justice, through pro bono and public service-oriented opportunities. A willingness to attend and participate in the meetings and workgroups is required.

**Preferred qualifications and skills:** Interest and/or experience practicing law in Washington's rural communities and/or developing a practitioner pipeline to support growth of legal practitioners in rural communities. Applicants should be solution-oriented, collaborative, and dedicated to Washington's rural communities.

**Benefits:**

- Develop and contribute to a deeper understanding of the unique needs, opportunities, and benefits of a rural practice
- Opportunity to explore creative solutions.
- Create connections, build relationships, and network with practitioners in Washington's rural communities as well as law students and members of the public.
- Enhance leadership development through program development, project management, and committee work

**Reimbursement policy:** This is an unpaid volunteer position. Reasonable travel and other expenses will be reimbursed per the WSBA Expense Reimbursement Policy.

**Selection and appointment process:** The initial group of candidates will be reviewed and nominated by a team including the STAR committee chair, staff liaison, and BOG liaison. Recommendations are made to the Board of Governor's Nominations Committee, which makes the final appointments.

**For further information:** <https://www.wsba.org/connect-serve/committees-boards-other-groups/small-town-and-rural-committee>

**How to apply:** See instructions at [www.wsba.org/joincommittee](http://www.wsba.org/joincommittee). Questions about the application? Email [barleaders@wsba.org](mailto:barleaders@wsba.org).

# WSBA 2022-2023 Entity Appointment Process

## Applicant Eligibility, Restrictions & Open Positions

**Working Document – Please Read Instructions & Edit using Track Changes**

Entity	Applicant Eligibility and Restrictions	Open Positions & Other Notes
<p><b>Small Town and Rural Committee (STAR)</b></p> <p><i>Julianne Unite</i></p>	<p>Eligible: Active WSBA members</p> <p>Term limit: Two consecutive terms (6.5 years maximum)</p>	<p>Open positions:</p> <ul style="list-style-type: none"> <li>• Chair (term: Oct. 1, 2022-Sep. 30, 2023)</li> <li>• Gonzaga Law School Representative (term: Oct. 1, 2022-Sep. 30, 2025)</li> <li>• University of Washington Law School Representative (term: Oct. 1, 2021-Sep. 30, 2024)</li> <li>• Rural Member (term: Oct. 1, 2022-Sep. 30, 2025)</li> </ul>



## WSBA Entity Volunteer Recruitment Plan Worksheet

Instructions: Think carefully about your entity as you respond to this form. Use simple, clear and direct language. Feel free to collaborate on the worksheet with others closely connected to your entity. Feel free to reach out with any questions – happy to help!

STEP ONE	
<b>Volunteer Opportunity</b> <i>What is the job that needs to be done?</i> Describe the volunteer opportunity. Feel free to refer to the current volunteer position description. <b>Be concise. Use active words to convey challenge and excitement.</b>	
Entity: Small Town and Rural Committee	Staff Liaison(s): Julianne Unite
What: Strengthen and support law	What: Committee will work to ensure that the practice of law in rural communities is present, growing, and thriving.
Why: advocacy, sustainability, legal representation,	Why: Rural community representation is scarce, and practitioners often lack a plan of succession for their clients. STAR will work toward creating solutions for sustainability and ease of access to legal representation in these areas.
Time Commitment (how often do they meet, are meetings on weekends? After-hours?): Meetings are held monthly for 2 hours during the week. Subcommittee meetings may be held between monthly meetings for additional time commitment.	
How does this work connect to WSBA mission? Serves the public by ensuring access to legal resources in rural areas; serves members by potentially creating job opportunities and marketing opportunities that may be lesser known.	
<b>Target Audience</b> <i>Who would want to do that? What do you need?</i> Think about the ideal member. Think about skills, experiences, practices areas and interests are most suitable to the work. Feel free to refer to the areas of practice and other demographic areas found in the <a href="#">WSBA Monthly Demographic Report</a> . <b>Be specific and discerning.</b>	
Skills (basic, social, technical): Marketing, Networking, Communication, Active Listening, Public Speaking, Leadership	
Experiences/Professional Background/Employment: Life/work experience in rural communities; background in legal community such as attorney, community aide worker, education professionals, hiring/staffing recruiters from rural communities (or with experience hiring in such)	

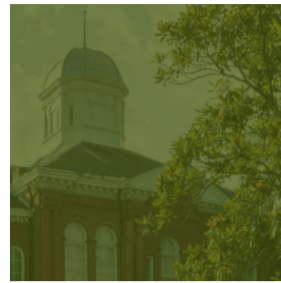


Practice Areas: All are welcome, no minimum requirement.		
Interests: Growing legal representation in rural areas, DEI efforts, Leadership, Development of resources.		
Years of Practice: All are welcome, no minimum requirement.		
Where Would These Individuals be Located (small firms, big firms, gov't, etc.)? All firm types, government agencies, legal advocacy programs, rural communities, law schools (staff and students)		
<b>Benefits &amp; Features</b> <i>Why should people volunteer?</i>		
	<b>Key Words:</b>	<b>Brief Description:</b>
What will they learn?	Growing representation, ensuring needs are met.	How to assist in growing legal representation in rural communities and to meet the needs of practitioners & community members
What will they accomplish?	Pipeline development, legal representation, market & promote rural communities	Assist in developing a pipeline of younger residents to serve rural legal communities.
What do you offer that is unique?	Development of careers, Sustainability, Creative solutions.	An opportunity to develop long term access to justice in rural areas.
What are some benefits of volunteering?	Firsthand efforts in developing rural communities.	Volunteers work closely to develop a pipeline placement program, towards shaping the future of the legal landscape and opportunities for a more positive outcome.
<b>STEP TWO</b>		
<i>Give it a go!</i> In the space below, write a short one-paragraph recruitment messages that incorporates the above (key words, descriptions, audience) into a <b>concise, creative</b> pitch that you think would appeal to potential volunteers.		
<b><i>Have you considered the impact you could make on a rural community's legal presence? The STAR Committee is seeking volunteers with a passion for building and sustaining the practice of law in rural communities. If you are passionate about building opportunities, career development, marketing, and finding creative solutions to modern day problems, the Small Town and Rural Committee would love to hear your voice!</i></b>		



## Rural Justice Collaborative to focus on research in 2022

Identifying research needs to better understand barriers to fair and equitable rural justice will be a focus of the Rural Justice Collaborative (RJC) in 2022.



**RURAL  
JUSTICE  
COLLABORATIVE**  
2021 Achievements | 2022-2023 Priorities

Rural communities face unique challenges, such as legal deserts, that impact their ability to deliver fair and equitable justice, so NCSC is working with Rulo Strategies to create programs and initiatives that provide legal and other services to people in rural areas.

Developing a research agenda is one of several priorities outlined in a [recently released status report](#) that also highlights accomplishments from 2021.

“This is one of the most important things we’ll do this year -- establishing a research plan that is specific to justice-related outcomes in rural communities,” said Kristina Bryant, an NCSC principal court management consultant who is RJC’s co-director. “This is unprecedented, and it will provide direction for all stakeholders.”

Other 2022 priorities include:

- Selecting new innovation sites and creating peer-to-peer learning opportunities through video, webinar and in-person trainings.

- Establishing a RJC Leadership Institute by building a network of well-connected leaders who are passionate about ensuring that people in rural areas receive necessary services.

- Further identifying needs and gaps in rural justice systems that will lead to enhanced services.

- Seeking out opportunities for RJC staffers and advisory board members to join regional and national work groups that share RJC’s goals.

In 2021, RJC identified [nine innovation sites](#), stretching from South Carolina to Montana. These programs are designed to recruit lawyers to rural areas, and help people in need find lawyers, mediation services, substance abuse treatment and domestic abuse support, among other things. The project’s first fellow - who was chosen in partnership with the [Deason Criminal Justice Reform Center](#) - coordinated the selection of these sites.

The RJC also collaborated with a number of groups - including the Conference of Chief Justices/Conference of State Court Administrators’ Behavioral Health Committee, the National Judicial Task Force to Examine State Courts’ Response to Mental Illness’ education work group, the non-profit [Housing Assistance Council](#) and the [Vera Institute of Justice](#) - to support education and outreach.

## Courts ‘need partners like NCSC,’ says top DOJ official

In a speech at the White House on Monday, Associate Attorney General Vanita Gupta said courts “need partners like the National Center for State Courts” to help with eviction diversion efforts.

Gupta singled out NCSC’s [Eviction Diversion Initiative](#), which will offer courts funding to hire staff and ensure the sustainability of eviction prevention programs. She also pointed to efforts in several states, including Michigan, Pennsylvania, Texas, Indiana, New Mexico and New Hampshire, to educate landlords about options for non-payment of rent.

Massive amounts of federal money greatly curbed the number of evictions in 2020 and 2021, but now eviction diversion programs are needed to avoid evictions and keep tenants from becoming homeless, Gupta said.

The speech, delivered to law school students, was titled [A Call to Action for Access to Justice](#).



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