

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

**Washington Young Lawyers Committee Meeting | Tulalip Tribal Court, 6332 31<sup>st</sup> Ave NE B, Tulalip, WA  
Saturday, April 13, 2019 | 10:00 a.m. – 2:30 p.m.**

*Conference call option available: 1-866-577-9294 Passcode: 57240*

### AGENDA

10:00 a.m.	Introductions Approval of Minutes	Kim Sandher, Chair
10:15 a.m.	WSBA and General Updates <ul style="list-style-type: none"> <li>- Chair-elect position</li> <li>- Committee member nominations</li> <li>- Quarterly Contact emails</li> <li>- Trello</li> <li>- Annual Report</li> </ul>	Kim Sandher, Chair Ana LaNasa-Selvidge, Staff Liaison Julianne Unite, Staff Liaison
10:30 a.m.	BOG Report	Russell Knight, At-large Governor (Young Lawyers)
11:30 a.m.	Leadership Tips from a Current WSBA Leader	Rajeev Majumdar, WSBA President- elect
12:00 p.m.	Lunch	
12:30 p.m.	FY20 Budget	Brian Neuharth, Member Ana LaNasa-Selvidge, Staff Liaison Julianne Unite, Staff Liaison
1:00 p.m.	Subcommittee Updates <ul style="list-style-type: none"> <li>-Outreach and Communications</li> <li>-Debt and New Lawyer Benefits</li> <li>-Awards</li> <li>-RRR/ATJ</li> <li>-Bylaws and Governance</li> <li>-ABA</li> </ul>	Kim Sandher, Chair Colin McMahon, Member Brian Neuharth, Member Emily Ann Albrecht, Member Jordan Couch, Chair-elect Mike Mocerri, Immediate Past Chair Ben Hodges, Member
2:00 p.m.	Regional and At-large Highlights	Kim Sander, Chair
2:30 p.m.	Adjournment	Kim Sandher, Chair

### 2018 - 2019 WYLC Meeting Schedule

October 13, 2018	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle
December 8, 2018	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle
February 9, 2018	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle
April 13, 2019	Meeting: 10:00 am – 2:30 pm	Tulalip Tribal Court, Tulalip
July 27, 2019	Meeting: 10:00 am – 2:30 pm	Marriott, Richland
September 14, 2019	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee At-A-Glance Calendar

October 1, 2018 – September 30, 2019 (FY 2019)

<b>OCTOBER 2018</b>			
	<i>Celebrate Pro Bono Week (Oct. 21 – 27)</i>		
13	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
<b>NOVEMBER 2018</b>			
15	MentorLink Mixer: Government	5:00 – 7:00 pm	Hotel RL, Olympia
16	BOG Meeting		WSBA Conference Center – Seattle
<b>DECEMBER 2018</b>			
1	<i>Identify chair-elect for FY19</i>		
3	ABA Affiliate Quarterly Reports due		
8	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
31	<i>WYLC Chair-elect selection due</i>		
<b>JANUARY 2019</b>			
	<i>Celebrate mentorship month</i>		
	<i>Committee application cycle opens</i>		
10	MentorLink Mixer: Rainmaking	5:00 – 7:00 pm	Red Lion Hotel - Bellevue
17-18	BOG Meeting		WSBA Conference Center – Seattle
25-27	ABA Midyear Meeting Las Vegas, Nevada		
31	Open Sections Night	5:00 – 7:00 pm	WSBA Conference Rooms – Seattle
<b>FEBRUARY 2019</b>			
	<i>2019 committee application cycle closes</i>		
	<i>Identify FY20 goals and projects for WYLC</i>		
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
<b>MARCH 2019</b>			
	<i>Budget requests from WYLC due. Next FY budget planning discussions begin with BOG &amp; Staff</i>		
7-8	BOG Meeting		Hotel RL, Olympia
20	MentorLink Mixer: Solo and Small Firm	12:00 – 1:30 pm	WSBA Conference Rooms – Seattle
29	ABA Affiliate Quarterly Reports Due		
	<i>New committee selection process begins.</i>		
<b>APRIL 2019</b>			
13	WYLC Meeting	10:00 am – 2:30 pm	Tulalip Tribal Courthouse – Tulalip
13	WYLC Social	3:00 – 5:00 pm	The Independent Beer Bar - Everett
<b>MAY 2019</b>			
8	Mentorship Mixer: Alternative Careers	12:00 – 1:30 pm	WSBA Conference Rooms – Seattle
16-17	BOG Meeting		Hilton Garden Inn, Yakima
<b>JUNE 2019</b>			
	<i>Annual Committee Reports due to the Mission Performance and Review Committee</i>		
	<i>New Committee appointments are made.</i>		
<b>JULY 2019</b>			
26-27	BOG Meeting		Marriott, Richland
26	WYLC dinner with the BOG	TBD	Richland
27	WYLC Meeting	10:00 am – 2:30 pm	Marriott, Richland
<b>AUGUST 2019</b>			
8-10	ABA Annual Meeting		San Francisco, CA
TBD	WYLC Financial Planning CLE	TBD	WSBA Conference Rooms – Seattle
<b>SEPTEMBER 2019</b>			
14	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
26-27	BOG Meeting		WSBA Conference Center – Seattle

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

Washington Young Lawyers Committee | Seattle, WA  
Saturday, February, 9 2019 | 10:00am – 2:30pm  
Meeting Minutes

**Present/Phone:** Kim Sandher, Jordan Lee Couch, Mike Mocerri (joined at 11:23am), Zachary Davison, Chelsie Elliott, Ian McCurdy, Alixanne Pinkerton, Brian Neuharth, Catherine Holm, Maha Jafarey (joined at 10:57am)

**Absent:** Colin McMahon (excused), Molly Winston (excused), Nathan Beard (excused), Benjamin Hodges (excused), Alice Bagirova (excused), Emily Ann Albrecht

**WSBA Staff:** Ana LaNasa-Selvidge, Julianne Unite, Paige Hardy, Robin Nussbaum

**Board of Governors (BOG):** Russell Knight (absent)

### **Introductions & Approval of the Minutes**

Kim called the meeting to order at 10:06 a.m. On motion by Jordan and seconded by Brian, the WYLC unanimously approved to adjust the quorum amount by taking into account the current vacant seats on the WYLC.

Kim opened the introductions asking WYLC members to discuss the issues and barriers to recruiting subcommittee members. Several WYLC members mentioned that young lawyers' priorities tend to focus more on work and it is difficult to get people engaged in volunteer opportunities outside their local bars and communities. Kim then stated that if there is anything leadership can do to help, let Kim know.

On motion by Brian and seconded by Jordan, the WYLC unanimously approved the December meeting minutes.

### **Chair-elect and WYLC nominations.**

Brian shared that he applied for the Chair-elect position. Kim mentioned that it seems to be an ongoing issue to get applicants for the Chair-elect position and wanted to identify ways that the committee can encourage people to apply. Jordan asked if we could change the timeline to start later. Ana provided some historical context explaining that when the WYLD transitioned to the WYLC a few years ago, they had to figure out how to align their nominations process with the larger WSBA committee and board nominations timeline, which starts in January every year. Ana further explained that because the WYLC requires regional representation, it makes sense to select a Chair-elect early in order to fill the vacancy in line with the current nominations timeline. Ana then stated that the WYLC may change the timeline for nominating the Chair-elect. Kim asked if they could create an ascension model where once a member applies, they know they will move up to Chair. Ana replied that as long as the WYLC does not create additional positions, it may be done e.g. identify an At-Large seat that will ascend to Chair-elect and then Chair. Jordan and Brian mentioned that people will want at least a year of being familiar with the WYLC before submitting an application for Chair and the current timeline does not afford new members the time to learn about the WYLC before applying. Kim asked that all WYLC members come up with a possible solution to the nominations process/timeline for the Chair-elect position to discuss at the next WYLC meeting in April.

### **Quarterly Contact Emails**

Kim asked that if WYLC members are having issues getting their messaging out, reach out to Kim and Julianne to let them know why. Julianne can also send out the messages on the WYLC member's behalf.

### **Trello**

Kim mentioned that it seems like most WYLC members have not signed up for Trello and encouraged members to sign up because it is helpful for tracking on subcommittee work.

### **FY20 Budget**

Ana reported that WSBA is starting the budget process for FY20 and that the WYLC has three line items (WYLC, Outreach, and Scholarships) in the Member Services and Engagements cost center. Ana emphasized that the WYLC needs to use the Outreach budget, because although it does not seem like the WSBA is at the point where it is looking at cutting back on funds, it would be difficult to advocate for line items that we are not using. Ana further highlighted the WYLC budget line, the WYLC only used \$10,000 of the \$15,000 budgeted last year. The reason why the amount is lower is because the WYLC moved the meeting times to start later, thereby cutting back on hotel costs. Ana stated that if this trend holds up, then in future fiscal years, the WYLC should consider lowering the budget to \$10,000.

As far as timeline, Ana stated that she will need the WYLC's budget recommendation by March 22. Ana further recommended that the WYLC stick with what was done for FY19. If the WYLC wants to request more funds, certain questions must be addressed to help the Budget and Audit know what the overall impact and investment would be. Ana then requested volunteers to work with staff to review and approve the budget. Jordan, Brian, and Ian volunteered to work with Ana. Ana will coordinate a time to discuss with the WYLC.

### **WSBA Programs**

Ana thanked Kim and Brian for attending Open Sections Night on January 31 at the WSBA office and connecting with young lawyers and section leaders.

### **WSBA Public Service Programs**

Paige Hardy, WSBA Public Service Specialist, provided the WYLC with a presentation on WSBA's public services programs, including CLE credit for pro bono work, Qualified Legal Service Providers (QLSPs), Call to Duty/Day of Service, Moderate Means Program (MMP), Remote Legal Services Project with MBAs, and the Pro Bono and Public Service Committee. Paige further explained that she is looking for ways that the WYLC can help recruit attorneys to participate in MMP or identify other ways to collaborate and promote pro bono and public service. Jordan stated that the WYLC's ATJ/RRR Subcommittee is working on similar projects and they would welcome collaborating with WSBA's Public Service Program.

### **Subcommittee Discussion**

- Outreach: Kim stated that the next WYLC meeting is set for April 13<sup>th</sup> in Snohomish County at the Tulalip Tribal Court. Kim further said that usually when the WYLC meets outside Seattle, there is some sort of social/networking event the WYLC hosts after the meeting. Kim suggested

a networking event with older attorneys to entice new members to come to the social. Kim asked WYLC members that if they plan to attend the April meeting to reach out to two attorneys they look up to and ask if they would be interested in coming to the networking event. Kim stated that the social event will probably start after the meeting around 3pm. The location is still to be determined.

- Debt and New Lawyer Benefits: Brian reported that the subcommittee met on Feb. 3 to discuss the history, past goals, and future goals of the subcommittee. For the future, the subcommittee plans to work on a brief bank, student loan debt forgiveness and CLE, and working with the REJI initiative. Ana reported that she will do some research regarding what happened in the past when the WYLC tried to create a brief bank and send that information to Brian. Maha stated that she is currently brainstorming ways to incorporate new lawyers in their efforts.
- ABA Updates: Julianne reported that the WYLC received seven applications for the ABA Midyear Meeting Scholarship and two so far for the Annual Meeting. Julianne also reported that one member received the Midyear scholarship (\$250), and two will receive an Annual meeting scholarship (\$225 each). Julianne encouraged the WYLC to identify a process for recruiting and selecting ABA delegates. Kim suggested that WYLC Regional Representatives reach out to their regions to help recruit delegates. Kim further suggested that At-Large members use social media to recruit. Kim also suggested that Ben's subcommittee as well as other WYLC members develop a proposal for the delegate selection process.

### **WSBA Diversity and Inclusion**

Robin Nussbaum, Ph.D, WSBA Inclusion and Equity Specialist, gave the WYLC members a Diversity and Inclusion training. The training included topics such as WSBA's commitment to diversity and inclusion, dimensions of diversity, inclusion, differences between equality and equity, microaggressions, institutional oppression/racism, implicit biases, and strategies and tools to mitigate biases in decision making. Robin encouraged the WYLC to identify ways to use the information in the training and what they can do differently. Robin stated that the WYLC will get ethics CLE credit for the training, if they have not previously received ethics credit for this training in the past. Robin requested that the WYLC members email Ana and Julianne with their Bar number so Robin can report the credits.

### **Subcommittee Discussion Continued**

- Bylaws and Governance: Mike reported that he did not have an update. Ana reported that the BOG is reviewing applications for the Sections positions on the Supreme Court Structures Workgroup and wanted to give a shout out to Zach for applying. Mike asked what the proposed timeline was. Ana responded that based on the information posted online, the workgroup was supposed to meet in January, but since the workgroup is not yet formed, she imagined it could take another month or two before they meet.

### **Other Announcements**

Jordan mentioned he will not be attending the April meeting. Everyone congratulated Jordan and wished he have a great wedding and honeymoon.

Kim reminded WYLC members that in preparation for the April meeting, members should:

1. Contact attorneys re. the networking event after the April meeting
2. Come up with a proposal for the Chair-elect nominations process
3. Come up with a proposal for the ABA delegate selections process

**Adjournment**

On motion by Jordan and seconded by Brian, the WYLC unanimously approved to adjourn the meeting at 12:43 p.m.

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**WSBA COMMITTEE/BOARD ANNUAL REPORT – FY18**

<b>Washington Young Lawyers Committee</b>	Size of Committee: 18
Chair: Mike Mocerri	Number of FY19 Applicants: 14
Staff Liaison: Ana Selvidge	FY18 direct expenses: \$15,000
BOG Liaison: Jean Kang	FY18 indirect expenses: \$40,668
<b>FY18 Demographics:</b> <ul style="list-style-type: none"><li>• Gender (Female: Male: Not Listed): 5:11:0 (2 did not answer)</li><li>• Number of members self-identified with a racial/ethnic under-represented group: 2 (3 did not answer)</li><li>• Number of members self-identified as having a disability: 0 (2 did not answer)</li><li>• Number of members self-identified as LGBT: 1 (2 did not answer)</li></ul>	
<b>Background &amp; Purpose:</b> <p>The Washington Young Lawyers Committee (WYLC) derives its authority from the WSBA Bylaws, WSBA Board of Governors (BOG) Committees and Boards Policy, and WYLC Appointment Policy.</p> <p>The WYLC’s purpose is to support new and young lawyers as they transition into practice; connect new and young lawyers with WSBA programs, services, and activities including pro bono and public service; and be a resource for new and young lawyers through membership outreach and leadership.</p>	
<b>Strategy to Fulfill Purpose:</b> <p>The WYLC prioritizes four key issues facing new and young lawyers, as identified in the November 2014 new lawyer survey and the July 25, 2015, Generative Discussion of the BOG with the WYLC: Employment, Debt, Community, and Leadership. The accomplishments and FY18 goals outlined in this document reflect how the work of the WYLC addresses these four priorities and fulfills the purpose of the WYLC.</p>	
<b>2017–2018 Accomplishments and Work in Progress:</b> <p>Debt</p> <ol style="list-style-type: none"><li>1. The WYLC selected volunteers to be part of Practice Management Assistance’s focus group for the member benefit review and to provide feedback on potential practice management discounts. The WYLC will continue to advocate and promote the financial planning resources WSBA currently provides.</li><li>2. The WYLC is partnering with the New Member Education team to develop another Financial Planning CLE to be delivered this August. This seminar will be free to anyone within their first five years of practice and will focus on assisting new and young lawyers</li></ol>	

to manage their student loan debt.

## Community

1. Across the state, outreach is vital to connect new and young lawyers with WSBA programs, services, and activities. To accomplish this, the WYLC has:
  - a. Created, planned, and sponsored networking events each time the WYLC held a traveling meeting.
  - b. Attended WSBA events hosted around the state, including Open Sections Night, WSBA Diversity Community Networking Events, and MentorLink Mixers.
  - c. Explored opportunities to connect with county young lawyer divisions and other new and young lawyer communities, and identified opportunities to develop local CLEs that would benefit new and young lawyers.
2. The WYLC is still exploring its purpose statement and what it means to be part of the new and young lawyer community in Washington State. Should the WYLC members see a need for change, they will send a proposal to the BOG.

## Leadership

1. American Bar Association Young Lawyers Division (ABA YLD) Representation—The WYLC worked this year to select a recipient for the ABA YLD District Representative (DR). The DR is the eyes, ears, and voice of the ABA YLD District 29, which includes Washington and Oregon, and serves a two-year term. The WYLC selected a current WYLC member to serve as the DR to create a stronger connection between the WYLC/WSBA and the ABA YLD. The WYLC is also administering the scholarship to new and young lawyers who attend ABA meetings as delegates. The WYLC has opened the scholarship and will select two scholarship recipients. Recipients will write a *NWSidebar* blog post highlighting what they learned from attending the ABA meeting, report back to the WYLC, and provide content to be shared in the WYLC Quarterly Contact emails.
2. Public Service and Leadership Award—to expose new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWLawyer* highlighting the impact of the each lawyer's work in the community. Applications have closed and selections will take place later on in June.
3. The WYLC participated in the nominations process for filling the BOG At-Large Young Lawyer seat by nominating two candidates for the BOG to review and appoint for a three-year term.

## Employment

1. Due to scheduling and funding challenges the Northwest Regional Summit will take place in spring of 2019. The Summit is in partnership with the Oregon Young Members Division and will focus on rural retention, recruitment and retirement.

**2018-2019 Goals:**

1. ABA YLD Representation—The WYLC will continue to provide the ABA YLD Meeting Scholarships for new and young lawyers attending ABA meetings as delegates. Scholarship recipients will share resources with the nearly 7,000 new and young lawyers in Washington by: (1) writing a NWSidebar blog post highlighting what they learned that is of benefit to new and young lawyers in Washington State, and (2) providing content to the WYLC to be shared in the WYLC Quarterly Contact emails. The WYLC will also work closely with the ABA YLD District Representative and scholarship recipients to identify additional ABA opportunities of value to new and young lawyers.
2. Public Service and Leadership Award—to connect new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWLawyer* highlighting the impact of the new lawyer's work in the community.
3. Summit—the WYLC will co-host the Northwest Regional Summit in partnership with the Oregon New Lawyers Division in 2019. The WYLC will focus on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals in rural communities.
4. Outreach and Communication—it is vital to connect new and young lawyers with WSBA programs, services, and activities. To accomplish this, the WYLC plans to:
  - a. Work on a stronger social media presence by liking, posting, and sharing relevant content and WSBA posts with their new and young lawyer social networks.
  - b. Focus on developing in-person outreach/communications/events/mixers in partnership with WYLC regional representatives and local bar association young lawyer divisions.
  - c. Determine the best way of distributing a calendar of new lawyer regional events for the year to new admittees.
5. Preadmission Education Program (PREP)—work with WSBA staff to support PREP and work with local and minority bar associations to host live PREP programs.
6. Rural Placement Pilot Project—the WYLC will work with staff to connect WYLC regional representatives to fellows, help identify counties to participate in pilot, and provide additional support for this pilot program.

**Please report how this committee/board is addressing diversity:**

*1) Are you using any of the tools provided by WSBA and if so, how? 2) Have you sought out training or consultation from the Inclusion and Equity Specialist? 3) How have you elicited input from a variety of perspectives in your decision-making? 4) What have you done to promote a culture of inclusion within the board or committee? 5) What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? 6) Other?*

1. The WYLC received training from the WSBA Inclusion and Equity Specialist in October 2017. Also at that training, WSBA staff presented the results from the Race Equity Impact Analysis Tool and WYLC demographic trends over the years.
2. The WYLC Leadership team used the Race Equity Impact Analysis Tool results to review the WYLC's previous and current make-up to identify which perspectives the WYLC lacked. The WYLC then used that information during the WYLC nomination process. More specifically, the Leadership team (Chair, Chair-elect, Past Chair, BOG Liaison, and Staff Liaison) identified areas they were not represented and sought out applicants to

bring in perspectives from those areas. The WYLC also recognized its geographical diversity representing all parts of Washington State.

3. The WYLC has a collaborative leadership style with key decisions made either by the Leadership team that includes multiple perspectives and members of the WYLC, or by all members of the WYLC. The Leadership team encourages subcommittees to work collaboratively and bring ideas to the entire WYLC for discussion. The WYLC also promotes their meetings beyond WYLC members and encourages other new and young lawyers to attend meetings. When guests attend, the WYLC encourages them to participate in discussion.

**Please report how this committee/board is addressing professionalism:**

- 1) *Does the committee/board's work promote respect and civility within the legal community?*
- 2) *Does it seek to improve relationships between and among lawyers, judges, staff and clients?*
- 3) *Does it raise awareness about the causes and/or consequences of unprofessional behavior?*
- 4) *Other?*

1. The WYLC regularly invites speakers to educate WYLC members and guests on various topics so that members have the information they need.
2. The WYLC seeks to build and maintain relationships between all new and young lawyers and the legal community. The WYLC hosts outreach events across the state to build relationships with new and young lawyers. Additionally WYLC members attend WSBA events on behalf of their districts and the new and young lawyer community to build relationships with other members of the legal profession.
3. The WYLC is on-boarded to understand WSBA communication norms, values, and conflict resolution expectations. Over the course of the year, the WYLC has continued to discuss the value of following the communication norms and consequences of failing to do so.

**Please report how this committee/board is integrating new and young lawyers into its work:**

- 1) *How have you brought new and young lawyers into your decision making process?*
- 2) *Has the committee/board supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities?*
- 3) *Other?*

1. The WYLC is entirely made up of new and young lawyers.
2. Yes, the WYLC focuses entirely on those four topic areas.
3. N/A

# Budget Overview & Process

The Budget and Audit Committee of the WSBA Board of Governors is responsible for developing the annual WSBA budget. The WSBA budget is a policy document and management tool that allocates funds to fulfill our regulatory responsibilities to protect the public, and to help members succeed in the practice of law.

## About the Budget

- The WSBA's fiscal year is Oct. 1–Sept. 30.
- The Budget and Audit Committee of the Board of Governors oversees the budgeting and financial matters of the Bar.
- The Bar's Chief Operations Officer is responsible for the Bar's financial operations.
- WSBA oversees an annual operating budget of \$20.3 million dollars.
- The budgeting processes begin as early as February by WSBA staff in preparation for the following fiscal year.
- The WSBA budget uses department codes, cost centers, and line items to identify and organize programming of the Bar.

## About the WYLC Budget

- WYLC expenses are captured as line items in the Member Services and Engagement cost center. Below are the three line items that correspond to the work of the WYLC.

G/L Account #	Expense Name	FY19	Actual YE*	FY20
55266	WYLC Outreach Events	\$ 2,500.00	\$ 26.42	\$ 2,500.00
58525	WYLC ABA Scholarship	\$ 2,500.00	\$ 835.90	\$ 2,500.00
55270	WYL Committee	\$ 15,000.00	\$ 794.52	\$15,000.00
	<b>Totals</b>	\$20,000.00	\$1,656.84	\$20,000.00

\*As of February 28, 2019.

- Line item 55270 allocates meeting costs, which currently includes two out of Seattle meetings. This cost went down to by 38% since the meeting time on Saturdays moved to start later in the morning. This has helped save on hotel costs. This also includes travel for the ABA District Rep/WYLC Regional Rep to attend ABA YLD Midyear and Annual meetings.
- Line item 58525 allocates the ABA Scholarship Awards.
- Line item 55266 allocates funding for outreach events and the rural summit. Last fiscal year the committee organized two outreach events.

## Timeline

WSBA Staff will prepare the Member Services and Engagement Cost Center in late March. Staff's role/goal is to ensure the committee has adequate funds to carry out its work in furtherance of the

WSBA mission. The committee must provide clear goals and explanation of what it needs to accomplish these goals.

Any budget change requests to the existing WYLC line items (increase, decrease or shift in how funds will be used) must be made to Ana LaNasa-Selvidge by March 22, 2019. This request must include the following information:

1. What is the change/request?	
2. What is the amount? o Does this include an overall increase, or are you moving funds from another line item?	
3. <a href="#">How does this fit in the WSBA strategic priorities?</a>	
4. Outcomes or Return on Investment	

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## Expenses

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	*Projected Total
<b>Outreach Events #55266</b>	<b>Monthly totals:</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,500
	Events												\$0	\$2,500
<b>ABA Scholarships #58525</b>	<b>Monthly totals:</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,500
	Scholarships												\$0	\$2,500
<b>WYL Committee #55270</b>	<b>Monthly totals:</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15,000
	Meetings												\$0	\$12,000
	ABA Rep. Dedicated Position												\$0	\$3,000

# WASHINGTON STATE BAR ASSOCIATION

## WYLC Debt and New Lawyer Benefits Subcommittee Meeting Minutes

Conference Call Option Available: 1.866.577.9294 | Participant Code: 57240

Thursday, March 14, 2019  
3:30 p.m.

- A. Call to Order
- B. Introductions
  - a. Present
    - i. Chelsie Elliott, DNLB member
    - ii. Kaelen Brodie
- C. Updates
  - a. Brian spoke to Devorah Signer Hill at the WSBA offices at the New Lawyer Mock Trial event. She did not have any issues that need to be address six months prior to the Debt NLE webinar in August.
    - i. Chelsie suggested inviting the previous speaker to again present
      - 1. Brian will contact Colin for their contact information
  - b. Discussion about the scope of activities regarding the custodianship emergency volunteer attorney program.
    - i. WYLC may be a conduit for soliciting volunteers
  - c. Discussion about the State Bar Act repeal efforts in Olympia and how they may impact DNLB committee (will WYLC and DNLB continue to exist?)
    - i. Will the recent changes make it easier or harder to implement the brief bank project? Even if the WSBA continues to exist, there is new general counsel that may have different opinions.
    - ii. Brian should contact Mike Mocerri for copies of the lawyer mentorship incubator program implementation plan to use as a template for a brief bank implementation plan.

- d. Discussion about the Trump Administration's proposed budget that eliminate the PSLF program.
  - i. Still probably too early to do anything yet, but we should see if it is problematic to lobby representatives in Congress to support PSLF and make it a priority in budget discussions.
- e. Discussion about how DNLB can direct new lawyers to mental health, wellness, substance abuse programs already offered through the WSBA.
- f. Brian would like to start implementing the REJI toolkit, starting with an organizational assessment. He invites Chelsie and Kaelin to look at the assessment before it is brought to the WYLC. He will confer with Maha Jeffreys about it, as she is also reviewing the toolkit.

D. Adjournment

**The next DNLB meeting is on May 2, 2019 from 3:30 PM to 4:30 PM.**

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Subcommittee Report

#### **DUE: 2 weeks prior to committee meeting**

Please submit report electronically to the WYLC Chair Kim Sandher ([ksandher@pivotallawgroup.com](mailto:ksandher@pivotallawgroup.com)) and Staff Liaison Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).

#### WYLC Focus Areas:

- support new/young lawyers as they transition to practice;
- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through membership outreach and leadership.

**Subcommittee Topic:** Awards Subcommittee

**Subcommittee Chair:** Emily Ann Albrecht

**Members:** Ian McCurdy; Molly Winston

#### **1. Top three recent ways you helped accomplish the subcommittee's goal:**

1. Public Service Leadership Award (PSLA) Nomination Form is on WSBA website;
2. Spreading the word about PSLA by continuing to circulate NWLawyer article published about last year's winners;
3. Advising that deadline for nominations is May 4, 2019;

#### **2. Any action item or feedback you are requesting from the full Committee:**

1. Please make sure to help spread the word about PSLA nominations;
2. [Nomination Form](#) (link, hard copy attached);
3. Still seeking additional members to join our subcommittee! 😊

#### **3. Any additional items to report or future agenda items:**

Not at this time.

2019 Deadline:  
Friday, May 4



## Washington Young Lawyers Committee Public Service and Leadership Award

This year the Washington Young Lawyers Committee will honor five new or young lawyers with the Public Service and Leadership Award. The Washington State Bar Association considers an active member a young or new lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Attorneys must be nominated by another individual. To complete a nomination, submit the application below and a current resume of the nominee to [newmembers@wsba.org](mailto:newmembers@wsba.org). A subcommittee of the WYLC will consider the nominee's leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [NWLawyer](#).

Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A confirmation e-mail will be sent directly from WSBA to the award recipient for their selection and their name may be posted on the WSBA website, publications and/or social media. Each recipient will be eligible to attend one free (or no-cost) WSBA-CLE program of up to six credits total to be used within one year of receiving the award.

Date:		
Nominee Name:		
Firm/Employer:		
Mailing Address:		
City:	State:	Zip Code:
Phone:	Fax:	E-Mail:
WSBA No.		Year Admitted to Practice In Washington:
Nominator's Name:		Relationship to Nominee:

Please complete the questions found on page 2

Describe the nominee's leadership in his or her local community:

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How has the nominee promoted and/or contributed to the legal profession and community?

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Describe a situation in which the nominee has "gone above and beyond"?

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Additional information:

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Submit application and resume to [newmembers@wsba.org](mailto:newmembers@wsba.org)

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### **WYLC Representative Report**

#### **DUE: 1 week prior to committee meeting**

*Please submit report electronically to the  
WYLC Chair Kim Sandher ([ksandher@pivotallawgroup.com](mailto:ksandher@pivotallawgroup.com)) and  
Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).*

#### *WYLC Focus Areas:*

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Alixanne Pinkerton

**Region Represented:**

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. I started a new position with the Yakima County Prosecuting Attorney's Office. This office employees a number of new and young members.

2. I meet a number of new and young attorneys that work in the Office of Appointed Counsel.

3. Meet with a young attorney who is expanding his solo practice outside of Sunnyside, WA.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. Washington Association of Prosecuting Attorneys District Court Training, May 27-30<sup>th</sup>.

2. Yakima County Bar Association monthly CLE luncheon on April 26<sup>th</sup>.

3. Game Night meet and greet at The Game and Grog. May 11<sup>th</sup>.

#### **3. Any additional items to report or future agenda items:**

Not at this time.

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

#### **DUE: 1 week prior to committee meeting**

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Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).

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- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through outreach and leadership.

**Member:** Brian Neuharth

**Region Represented:** Pierce County

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Attended Diversity and Inclusion Mixer in Bellevue on 2/21 and addressed attendees regarding WYLC support (with Maha Jafarey).
2. Volunteered as a mock juror for the Trial Advocacy Program.
3. Met court of appeals clerk to discuss volunteering and how to work with local and state new and young lawyer organizations.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. April 25th: Spring swearing-in ceremony at Pierce County Superior Courthouse.
2. May 3<sup>rd</sup>: Law Day Luncheon at the Landmark Convention Center

#### **3. Any additional items to report or future agenda items:**

- a. First steps towards Race Equity Justice Initiative implementation involve an organizational assessment and statement of goals. A questionnaire should be dispersed to the committee.

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### **WYLC Representative Report**

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- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Catherine Holm

**Region Represented:** Greater Olympia

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Thurston County young lawyers luncheon
2. Meeting up/talking with young lawyers who are interested in running for the committee
3. Work with young lawyers in committee in getting more active in legal volunteer opportunities, signed up with WSBA/TC Young Lawyers, etc.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. Thurston County Swearing-in ceremony and happy hour – Thurston County Young Lawyers, Legal Aid & DeWitt law firm all sponsor this event. It might be a good one to give \$100 towards
2. Thurston County Young Lawyers Monthly lunch
3. Thurston County Volunteer Legal Services Annual Fundraiser – May 7

**3. Any additional items to report or future agenda items:**

None

# WASHINGTON STATE BAR ASSOCIATION

## WYLC Representative Report

### **DUE: 2 weeks prior to committee meeting**

*Please submit report electronically to the WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and Julianne Unite (julianneu@wsba.org).*

#### *WYLC Focus Areas:*

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through membership outreach and leadership.*

**Member:** Chelsie Elliott

**Region Represented:** Southwest

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Discussion and outreach with new attorneys in the area at Young Lawyer Section and CCBA events.
2. Discussion and outreach with new attorneys in the area at Inns of Court events.
3. Networking coffee/lunch with new attorneys.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. Inns of Court; April 17, 2019; 5:30 pm; Heathen Brewing Feral Public House, Vancouver, WA 98660
2. Lawyer Talk; April 25, 2019, 5:00 pm; Downtown Vancouver Public Library
3. Family Law Legal Clinic; April 2, 2019; 5:30 pm; Clark County Superior Courthouse

#### **3. Any additional items to report or future agenda items:**

N/A.

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### **WYLC Representative Report**

#### **DUE: 1 week prior to committee meeting**

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#### *WYLC Focus Areas:*

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- serve as a resource for new/young lawyers through outreach and leadership.

**Member:** Emily Ann Albrecht

**Region Represented:** At-Large/District Representative

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. My article "To Infinity and Beyond: Space Law 101" was published by ABA YLD in *TYL In-Focus*;
2. I worked with ABA YLD Affiliates throughout the State of Washington to prepare our Q3 Affiliate Update Report in anticipation of the YLD Spring Conference, which I will be attending in my capacity as District Representative for Washington and Oregon;
3. I organized a volunteer event for WDTL's Community Service Committee partnering with non-profit organization Birthday Dreams, which provides birthday parties for children at homeless shelters.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. The ABA YLD Spring Conference will take place on May 2-4, 2019 in Washington, DC and it would be great to increase WYLC's presence;
2. ABA YLD *TYL* magazine is always seeking new authors to contribute articles for publication (I am an Associate Editor, so feel free to email me if you or

someone you know might be interested); and

3. The ABA Annual Meeting will take place on August 8-13, 2019 in San Francisco and we are again in need of delegates to represent Washington at the YLD Assembly.

**3. Any additional items to report or future agenda items:**

Not at this time.

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### **WYLC Representative Report**

#### **DUE: 1 week prior to committee meeting**

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- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Ian McCurdy

**Region Represented:** Whatcom, Skagit, San Juan, and Island Counties

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

- 1.Organizing event with Wome Lawyers group and Young Lawyers group to welcome newest bar members in Whatcom County.
- 2.Met with APR 6 graduate who will be taking bar this summer.
- 3.Held Young Lawyers Happy Hour in late February

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

- 1.Law Day events in both Skagit County and Whatcom County.
- 2.Retirement celebration of Superior Court Judge in Whatcom County.
- 3.

#### **3. Any additional items to report or future agenda items:**

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

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#### WYLC Focus Areas:

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- serve as a resource for new/young lawyers through outreach and leadership.

**Member:** Maha Jafarey

**Region Represented:** N/A

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Attended the WSBA, Minority Bar Association mixer in Bellevue with Brian Neuharth.
2. Shared about WYLC and its' mission with U.S. Small Business Administrations. They wanted to know if there was a way to find attorneys practicing law in rural cities in WA State.
3. Shared information about WYLC with recently graduated law students.
4. I had a discussion with a partner at K&L Gates about retired/semi-retired attorneys (Senior Bar Association) mentor new attorneys on legal matters.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

- 1.
- 2.

3.

**3. Any additional items to report or future agenda items:**

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### **WYLC Representative Report**

#### **DUE: 1 week prior to committee meeting**

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#### *WYLC Focus Areas:*

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- serve as a resource for new/young lawyers through outreach and leadership.

**Member:** Zachary E. Davison

**Region Represented:** King County

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Attended new lawyer events around the King County region, including a KCBA happy hour.
2. Continued acting as a resource for new and young lawyers and had lunch with new lawyers recently admitted to the bar.
3. Fielded questions about the WYLC's resources for new and young lawyers.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. Beverage Law CLE and Happy Hour | Whisky Tasting on April 24 hosted by KCBA YLD. I spoke with KCBA YLD representatives and they encouraged WYLC members to attend.
2. Upcoming law school graduations.
3. N/A

**3. Any additional items to report or future agenda items:**

The KCBA YLD has expressed continued interest in partnering on a happy hour or similar event. We are shooting to plan and host an event this fall.