

# WASHINGTON STATE BAR ASSOCIATION

## Small Town and Rural Committee

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

**Wednesday, November 30, 2022 | 12:10 p.m. – 1:10 p.m.**

Via [Zoom](#) | Meeting ID: **879 0573 6111** | Passcode: **811616** | Call-in: **888-788-0099**

## AGENDA

1. Introductions, October Meeting Recaps, and Approval of October Meeting Minutes (Gov. Kari Petrasek)
2. WSBA Updates (Gov. Petrasek and Julianne Unite)
3. Subcommittee Report Updates, if any (Subcommittee chairs Laurie Powers, Gov. Petrasek, Betsy Penoyar)
4. CLE/Webinar (Karen Duncan)
  - a. CLE Chair
5. Career Center Discount Updates and Discussion (Julianne Unite)
6. Board of Governors Priorities Discussion (Gov. Petrasek)
7. One America Volunteer Request Discussion (Gov. Petrasek)
8. University of Washington Representative Update (Gov. Petrasek and Julianne Unite)
9. Other Business
10. Next Steps/ Conclusion
11. Next Meeting: January 25, 2023
12. Adjournment

# WASHINGTON STATE BAR ASSOCIATION

## Small Town and Rural Committee Charter

Effective: July 16, 2021  
as approved by the  
WSBA Board of  
Governors

### ***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 Wednesday, October 26, 2022 | 12:12 p.m. - *Virtual meeting via Zoom*

**Committee Members Present:** Governor Kari Petrasek (Chair), President-elect Hunter Abell (joined at 12:48 p.m.), Allison Foreman, Rusty McGuire, Kathryn “Katie” Burke, Elizabeth “Betsy” Penoyar (left at 1:26 p.m.), Zachary “Zac” Bryant, Erin Fullner

**Committee Members Absent:** Laurie Powers (excused), Sarah Cuellar (excused), Governor Sunitha Anjilvel (unexcused), Merf Ehman (unexcused)

**WSBA Staff Present:** Julianne Unite – Member Services and Engagement Manager, Karen Duncan – Education Programs Lead (left at 1:00 p.m.), Kevin Plachy – Director of Advancement, Noah Baetge – Sections Program Coordinator

**WSBA Board of Governors Liaisons:** Mary Rathbone (absent), Sunitha Anjilvel (absent)

**Public Attendees Present:** Chelsea Baldwin, Justice Jane Smith, Michelle Lucas (Access To Justice Board Liaison), Sophia Byrd McSherry

## Introductions, September Meeting Recap, and Approval of September Meeting Minutes (Gov. Petrasek)

Governor and STAR Committee Chair Kari Petrasek started the meeting at 12:12 p.m. and began the meeting with introductions of all meeting attendees.

On motion by Committee Member Zac Bryant, and seconded by Committee Member Rusty McGuire, the Committee by majority vote approved (5-0-2) the September meeting minutes (2 abstentions from Committee members not present at September meeting).

## WSBA Updates (Gov. Petrasek and Julianne Unite)

Gov. Petrasek provided an update to the Committee regarding the WSBA Structure (ETHOS) group and reported that the Board of Governors (BOG) met with the Supreme Court to present the recommendation to maintain the current WSBA’s structure on October 13.

Director of Advancement Kevin Plachy reported that the BOG and WSBA Executive Leadership Team had a retreat on Oct. 22 to discuss BOG goals. One of the goals the BOG identified for this year is working with the Committee on rural practice. The BOG is supportive of the work of the Committee and understands the need for solutions.

Staff Liaison Julianne Unite reported that the next BOG meeting is scheduled for Nov. 5 in Bellingham and to look to the WSBA website for more information. Gov. Petrasek added that a team building retreat is scheduled for Nov. 4.

## Subcommittee Report Updates

*Pipeline Placement Program* - Gov. Petrasek opened the report on behalf of Committee Member Laurie Powers. Gov. Petrasek reported that the pipeline subcommittee met a couple weeks ago and are working on inviting panelists for a webinar aimed at law students and showing them the greatness of practicing in rural community on Nov. 15. The title of the event is "Rural Practice: Small Towns, Big Opportunities". The subcommittee is planning to have a prosecutor, public defender, public interest attorney, firm attorney, and someone from Northwest Justice Project serve as panelists. After the panel presentation, there will be breakout rooms. Committee member Erin Fullner reported that the event will be 4-5:30 p.m. and the format is panel and breakout rooms. Erin added that they have some speakers confirmed but waiting on a judge and panelist. Erin stated that they still need people to help facilitate breakout rooms and hopes folks from this Committee will volunteer. Erin mentioned that they are still working on a job fair that is tentatively scheduled for late March.

## CLE/Webinar (Karen Duncan)

WSBA Education Programs Lead Karen Duncan reported that some Continuing Legal Education (CLE) staff met to discuss putting on a rural practice CLE and they currently have one date on calendar reserved for Nov. 30<sup>th</sup>. Karen reported on the timeline for putting on CLE: at 6 weeks from delivery date, they need to determine number of credits and topics. At 4-weeks, written materials are due, e.g., presenter bios, descriptions of sessions, session materials. At the 2-week mark, presentation materials are due, e.g., PowerPoint, and onboarding for webcast platform occurs. Karen also recommended that the CLE program be virtual only as we continue to navigate COVID and because of timing. Kevin added that generally when CLEs are offered, we charge for the CLE, but it might be a good idea to offer the live CLE free of charge to entice members to participate in the CLE and get as broad of a reach as possible. Kevin also recommended delaying delivery of the CLE if it feels too high pressure. Kevin suggested that they start with a short CLE about rural practice that introduces the problem and opportunities aimed at WSBA members and they could use the materials from Rural Practice Project (RPP) team to start. The goal would be to broaden the scope of the CLE by making it free and get a full membership eblast out to members about the issues are and what we are trying to solve.

President-elect Hunter Abell joined the meeting at 12:47 p.m.

Gov. Petrasek asked Karen if we should push the CLE out to a later date. Karen replied it would be helpful. Gov. Petrasek asked if Karen has speakers in mind or if Karen is relying on the Committee for speakers. Karen added that she needs the Committee's help. Kari asked if Karen has topics in mind. Karen replied not specifically and would rely on the Committee's expertise on what topics the Committee wants to see presented. Kevin suggested that the Committee uses this as an opportunity to introduce the issues to the membership. As far as speakers, Kevin recommended those that served on the RPP Team and/or Committee members to talk about genesis of the project, e.g., former Gov. Paul Swegle, President-elect Abell, Rusty, Committee Member Katie Burke, and other people in the communities experiencing the issues. Zac added that former Past President Rajeev Majumdar would be a good speaker. Kevin stated that he doesn't think that the Committee needs to produce a lot of

materials and that the Committee could use the survey results that the WSBA already has from the RPP team. Kevin is happy to work with the team to pull this together. Kari asked who is present today that would be interested in serving on the CLE team. Rusty offered to be a speaker as he is speaking tonight on a similar topic. President-elect Abell said depending on scheduling, he would be glad to participate. Kevin will reach out to former Gov. Paul Swegle. Kari said for this first one, we should really include people who were involved in the RPP Team or inception of the Committee. Katie also volunteered to participate, schedule permitting. Kevin said he and Karen will work with the volunteers in coordinating and that essentially the Committee is serving as chairs of the program. Kari thanked those that volunteered to take the lead on the CLE.

## Discussion on the definition of “rural” pertaining to STAR (Gov. Petrasek)

Gov. Petrasek reported that the Committee has talked about the definition of “rural” in the past few months and that the Committee may want to redefine the term “rural”. Gov. Petrasek invited feedback on this topic. Erin reported she tends to be focused on the communities that are underserved and under-resourced. Chelsea Baldwin seconded Erin’s suggestion and added when looking at statewide population, about three-fourths is located in 5-7 counties, leaving about 25% in everything else and those people really feel the impact of the problem. The focus should be on communities that are impacted regardless if it falls within a straight mathematical equation or not. Julianne added that the meeting materials contain different definitions of rural that the Committee is already using, e.g., charter and career center discounts, and encouraged the Committee to thinking about the Committee’s goals and aligning the definition of those goals. Gov. Petrasek added that the definition in the Committee’s Charter is based on counties, not cities. Zac recommended that the Committee use statistical areas as opposed to counties as a launch point. Zac also added that the updated census should be rolling out soon with data and that might be a good reset point. Kevin added that there may be different reasons for being more flexible/looser with the definition of rural. When or if the Committee brings a proposal to the BOG for a solution that might involve funding from other sources, the Committee should have a definition that is workable. Other entities that may fund whatever the Committee does may want a tighter definition, e.g., what the medical field uses. Gov. Petrasek asked if the Committee wanted to do something about this now or wait. Current definition won’t change for Eastern Washington, but the question is whether the Committee wants to include Western Washington areas in a new definition. Zac recommended that a subcommittee or project team propose a new definition for the committee to review. Katie agreed that it would be good to have a working draft that everyone can review and opine upon and that the Committee can do that now and incorporate updated census data when that information comes out. Kari asked Julianne if there are any requirements governing the creation of subcommittees. Julianne responded that this goes back to other discussions the Committee has had regarding subcommittees and projects teams. Because the Committee voted on creating subcommittees, those remain standing subcommittees of this Committee until the Committee acts otherwise, e.g., votes to sunset a subcommittee. Project teams on the other hand are a bit more flexible and time bound based on the specific project that team is working on and would not require action by the Committee to sunset. explained difference between subcommittee project team. The Committee agreed to create a project team to work on proposing a new definition for rural. Kari asked for volunteers to serve on project team with her. Chelsea offered to be part of the group. Zac is willing to help as well. President-elect Abell is happy to assist but acknowledge that this is a large undertaking and

will sit this out if others wanted to participate. President-elect Abell will send out information about other bar associations are using when defining rural to Julianne and Julianne will send to the Committee.

## Career Center Discount Updates (Julianne Unite)

Julianne provided a report on Career Center discounts for job postings that the Committee has approved, which is going live on the Career Center Discount website on Nov. 15. Erin added that Seattle University gets a lot of postings that would fit this definition of rural for job postings at the law schools. Erin added that it's always free to post jobs with school, but those postings reach a small audience and it will be great to refer folks to the WSBA Career Center as that will reach a wider audience. Committee Member Allison Foreman added that *Bar News* November issue is in final draft and will feature rural practice articles. Gov. Petrasek asked if WSBA can track if free job postings have a positive impact. Julianne replied that she will check with Margaret Morgan to see if we can access the data of who uses the promo code. Gov. Petrasek asked if the code is limited in how many times one can use it. Julianne reported that she does not believe the Committee decided that there were limitations to the use other than the duration of the offering be available for one year and would recommend that there not be a limitation given the goal of the discount the impact it would have for folks that may have multiple openings. Julianne asked guidance from the Committee if there are additional restrictions they want to impose. Kevin said that as long as the WSBA is offering the discount, he does not recommend setting additional limitations so long as those using it are doing so during the term that the discount is being offered. Chelsea added the Office of Public Defense and Prosecutors Association would want to use it many times as they have lots of offices and multiple openings.

Committee Member Betsy Penoyar left at 1:26 p.m.

Zac said the Committee can revisit this discount after a year to see who uses it and determine if the WSBA needs to make any changes. Gov. Petrasek recommended that maybe at the 10-month mark, WSBA could send survey to participants who used code to find out if free posting was helpful, did they find someone, etc. Erin added there is also an educational value to this discount for members, even if they aren't actively job seeking, because they will be seeing it in the Career Center showing the need and that would be a benefit. Julianne will verify if the Committee can have access to the data to track on who uses the code and if it's permissible to contact those folks to gather feedback/data on outcomes and impact.

## Future Meeting Dates (Kari Petrasek)

Gov. Petrasek reported that future meetings will be scheduled for an hour and encouraged folks to bring their lunch and turn off cameras if needed. Gov. Petrasek further requested that if voting members of the Committee will be unable to attend a meeting, please let Gov. Petrasek, Julianne, and Chelle know to let us know ahead of time due to quorum purposes.

Julianne mentioned that the next meeting is Nov. 23 day before Thanksgiving and the December meeting is often during a time when many folks are out for the holidays. Gov. Petrasek asked if folks going to be available for those dates. Many Committee members communicated they would not be available. Gov. Petrasek asked if Nov. 30 would work instead of Nov. 23 and members generally agreed. Gov. Petrasek also cancelled the Dec. meeting and will schedule a special meeting if necessary.

## Other Business

Julianne reported that the Committee still needs to recruit for the vacant University of Washington (UW) seat. Gov. Petrasek reported that she and group of others met with the Dean at the University of Washington School of Law not too long ago and they said they will pick a person to serve. Kevin said that he will forward the email chain he had with the Dean about this topic to Gov. Petrasek. Gov. Petrasek will email the Dean at UW School of Law. Erin said she will also be happy to help. President-elect Abell he has sent two emails to the dean on this issue and has not received a response. Michelle Lucas added that Terry Price on Access to Justice (ATJ) Board also works at UW and that Michelle can contact Terry in case the Committee needs someone else to go to.

## Adjournment

Gov. Petrasek adjourned the meeting at 1:41 p.m.

DRAFT

## **Chelle Gegax**

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**From:** Julianne Unite  
**Sent:** Monday, November 28, 2022 2:08 PM  
**To:** Chelle Gegax  
**Subject:** FW: [External]STAR Committee meeting - can't be there

Chelle.

Please include this email in the materials packet for the STAR Committee meeting this week. Many thanks!

Regards,  
Julianne

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**From:** Powers, Laurie <powersl2@gonzaga.edu>  
**Sent:** Monday, November 28, 2022 1:41 PM  
**To:** Kari Petrasek <kari@petraseklaw.com>; Julianne Unite <julianneu@wsba.org>  
**Cc:** Merf Ehman <merf.ehman@columbialegal.org>; Byrd McSherry, Sophia (OPD) <Sophia.ByrdMcSherry@opd.wa.gov>; Erin Lloyd <elloyd1@uw.edu>; Fullner, Erin <fullnere@seattleu.edu>; kiburke@co.ferry.wa.us  
**Subject:** [External]STAR Committee meeting - can't be there

Hi there,

I am very sorry to report that I can't be at Wednesday's meeting. I think it will be a great time to celebrate our successes and plan for next year. Unfortunately, I will be out all day for a family funeral.

I have cc'd the other members of the Pipeline Subcommittee in case they have anything to add to what I list below.

The report from the Pipeline Committee is:

- Many thanks to Merf for getting our Governor's Proclamation!!
- Successful first STAR networking and info event! We will debrief more at our next Pipeline Committee meeting about what worked/what didn't, how to improve, etc. Overall, I thought it went very well.
- We have set the date for the virtual STAR job fair for March 31, hosted by Gonzaga. All three law schools signed off on that date. We will start working on those logistics after the first of the year.

Thanks all,  
Laurie

**LAURIE A. POWERS, JD**  
Assistant Dean, Gonzaga University School of Law  
Professional Development and Externships  
*Pronouns: she/her/hers*



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[www.gonzaga.edu/school-of-law](http://www.gonzaga.edu/school-of-law)

**ZagLAW** (the Gonzaga Legal Applicant Window) is available for [employers to post jobs](#) and for Gonzaga Law students and alumni to [schedule an appointment with me](#).



# The State of Washington



## Proclamation

**WHEREAS**, the rule of law is fundamental to our democracy, and access to justice is the right of all Washingtonians; and

**WHEREAS**, lawyers are necessary to represent the interests of all people in the justice system at every level; representation is crucial to ensure fairness and justice for all; small town and rural lawyers play an indispensable role in this system; and

**WHEREAS**, in Washington there are rural areas and counties with few lawyers in them, or no lawyers at all; and

**WHEREAS**, many residents of small towns and rural communities in Washington must travel significant distances to appear in court or meet with a lawyer; and

**WHEREAS**, many Washingtonians can access legal services online, but do not have sufficient broadband access in their area or would be better served by in-person service; and

**WHEREAS**, people in rural areas and small towns have important legal needs such as wills, family law matters, business needs, discrimination, domestic violence, or a criminal or other civil cases; and

**WHEREAS**, while about 20 percent of our nation's population lives in rural communities, only 2 percent of America's small law practices are located there in rural areas; and

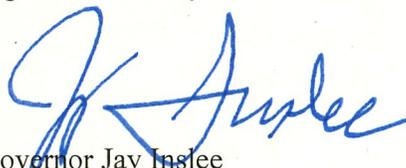
**WHEREAS**, increasing opportunities for and support of rural attorneys and the communities they service will increase access to justice across Washington state;

**NOW, THEREFORE**, I, Jay Inslee, Governor of the state of Washington, do hereby proclaim November, 15, 2022, as

### *Rural and Small-Town Practice Day*

in Washington, and I encourage all people in our state to join me in this special observance.

Signed this 3<sup>rd</sup> day of November, 2022

  
Governor Jay Inslee



## **Chelle Gegax**

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**From:** Bonnie Stern Wasser <bonnie@weareoneamerica.org>  
**Sent:** Wednesday, November 16, 2022 10:43 AM  
**To:** Kari Petrasek  
**Cc:** Ashlen Olmsted  
**Subject:** STAR & OneAmerica - recruiting volunteers

Hi, Kari: I understand you are chairing the new Small Town and Rural Attorney section of WSBA. Congratulations! It's exciting to see there is such a committee. I wanted to introduce our program to you. OneAmerica is a 501(c)(3) nonprofit located in Seattle and is the largest immigrant rights organization in Washington. We also have a national reputation. We build power in immigrant and refugee communities. One of our programs is the Washington New Americans program (WNA), which is a partnership between the State of Washington, OneAmerica, and the American Immigration Lawyers Association Washington Chapter (AILAWA). We provide pro bono naturalization application preparation services for people capable of representing themselves pro se. We get funding from the state and re-grant about half of it to about 13 other nonprofits around Washington State that also provide naturalization services. Back in 2003, AILAWA started the original citizenship days to help permanent residents apply for naturalization. AILAWA formed a partnership with OA in 2008 to provide logistics, planning and outreach. Our state funding began in 2009. We host two Citizenship Days at 2-3 sites per event per year (April and September/October): usually one or two sites in central/eastern Washington and in greater Seattle, Vancouver or Tacoma. These clinics usually attract about 60-90 people. We also have several smaller clinics during the year in various locations in the Seattle area and around the state.

We are always looking for volunteers in a range of capacities: attorney/DOJ Rep screeners (evaluating eligibility for natz); also, for Quality Review to review prepared applications; paralegals to prepare forms; interpreters; and general volunteers for other logistics. In particular, we have a need to recruit lawyers in the smaller towns across the state for our clinics that have been held in Yakima, Ellensburg, Pasco, and Wenatchee for example. While I would expect most of the lawyers in STAR not to be immigration lawyers, they could participate as form fillers initially to get an idea of what's involved with naturalization, or to be general volunteers. If they can develop some immigration law experience, they can transition to screeners. We use our most experienced attorneys for quality review. Of course, we strongly recommend joining AILAWA for more intensive training and networking in the immigration space. ([www.aila.org](http://www.aila.org)) We also welcome paralegals and bilingual legal staff to participate as form fillers and/or interpreters.

Ashlen Olmsted, who is cc'd here, is our volunteer organizer. I wanted to connect you both to discuss volunteer outreach further. Also, OneAmerica/WNA is a Qualified Legal Services Provider with WSBA for purposes of earning CLE credits through pro bono service. We require volunteers to watch our training videos and to check in and out at each clinic and to attend the day of event orientation. They then self-report for their credits.

Let me know if you have any questions. We would be happy to chat with you further about how STAR could help us recruit some new people to our program. Our two websites are below in my signature. Thank you in advance for your consideration and time.

BONNIE STERN WASSER (she/her) | STAFF ATTORNEY | OneAmerica | [weareoneamerica.org](http://weareoneamerica.org) |  
Washington New Americans | [wanewamericans.org](http://wanewamericans.org)  
1225 S. Weller Street, Suite 430 | Seattle, WA 98144 | P: 206-723.2203 M: 206.778.2570

**Build immigrant power and collective change with OneAmerica.**

[Read about our legislative priorities and take action](#) for unemployment, language access, and democracy for all. We are growing our work to build power in communities - [visit our hiring page](#) and apply to join our movement. Read our immigration platform and vision, '[Our Thriving Home](#)' and [sign on](#) to make it real.

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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.

## **Chelle Gegax**

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**From:** Julianne Unite  
**Sent:** Monday, November 28, 2022 2:08 PM  
**To:** Chelle Gegax  
**Subject:** FW: [External]STAR Committee meeting - can't be there

Chelle.

Please include this email in the materials packet for the STAR Committee meeting this week. Many thanks!

Regards,  
Julianne

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**From:** Powers, Laurie <powersl2@gonzaga.edu>  
**Sent:** Monday, November 28, 2022 1:41 PM  
**To:** Kari Petrasek <kari@petraseklaw.com>; Julianne Unite <julianneu@wsba.org>  
**Cc:** Merf Ehman <merf.ehman@columbialegal.org>; Byrd McSherry, Sophia (OPD) <Sophia.ByrdMcSherry@opd.wa.gov>; Erin Lloyd <elloyd1@uw.edu>; Fullner, Erin <fullnere@seattleu.edu>; kiburke@co.ferry.wa.us  
**Subject:** [External]STAR Committee meeting - can't be there

Hi there,

I am very sorry to report that I can't be at Wednesday's meeting. I think it will be a great time to celebrate our successes and plan for next year. Unfortunately, I will be out all day for a family funeral.

I have cc'd the other members of the Pipeline Subcommittee in case they have anything to add to what I list below.

The report from the Pipeline Committee is:

- Many thanks to Merf for getting our Governor's Proclamation!!
- Successful first STAR networking and info event! We will debrief more at our next Pipeline Committee meeting about what worked/what didn't, how to improve, etc. Overall, I thought it went very well.
- We have set the date for the virtual STAR job fair for March 31, hosted by Gonzaga. All three law schools signed off on that date. We will start working on those logistics after the first of the year.

Thanks all,  
Laurie

**LAURIE A. POWERS, JD**  
Assistant Dean, Gonzaga University School of Law  
Professional Development and Externships  
*Pronouns: she/her/hers*



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[powersL2@gonzaga.edu](mailto:powersL2@gonzaga.edu)  
[www.gonzaga.edu/school-of-law](http://www.gonzaga.edu/school-of-law)

**ZagLAW** (the Gonzaga Legal Applicant Window) is available for [employers to post jobs](#) and for Gonzaga Law students and alumni to [schedule an appointment with me](#).



# The State of Washington



## Proclamation

**WHEREAS**, the rule of law is fundamental to our democracy, and access to justice is the right of all Washingtonians; and

**WHEREAS**, lawyers are necessary to represent the interests of all people in the justice system at every level; representation is crucial to ensure fairness and justice for all; small town and rural lawyers play an indispensable role in this system; and

**WHEREAS**, in Washington there are rural areas and counties with few lawyers in them, or no lawyers at all; and

**WHEREAS**, many residents of small towns and rural communities in Washington must travel significant distances to appear in court or meet with a lawyer; and

**WHEREAS**, many Washingtonians can access legal services online, but do not have sufficient broadband access in their area or would be better served by in-person service; and

**WHEREAS**, people in rural areas and small towns have important legal needs such as wills, family law matters, business needs, discrimination, domestic violence, or a criminal or other civil cases; and

**WHEREAS**, while about 20 percent of our nation's population lives in rural communities, only 2 percent of America's small law practices are located there in rural areas; and

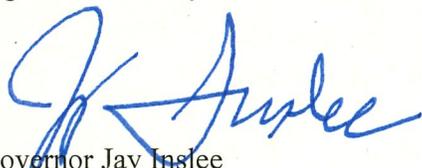
**WHEREAS**, increasing opportunities for and support of rural attorneys and the communities they service will increase access to justice across Washington state;

**NOW, THEREFORE**, I, Jay Inslee, Governor of the state of Washington, do hereby proclaim November, 15, 2022, as

### *Rural and Small-Town Practice Day*

in Washington, and I encourage all people in our state to join me in this special observance.

Signed this 3<sup>rd</sup> day of November, 2022

  
Governor Jay Inslee



## **Chelle Gegax**

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**From:** Bonnie Stern Wasser <bonnie@weareoneamerica.org>  
**Sent:** Wednesday, November 16, 2022 10:43 AM  
**To:** Kari Petrasek  
**Cc:** Ashlen Olmsted  
**Subject:** STAR & OneAmerica - recruiting volunteers

Hi, Kari: I understand you are chairing the new Small Town and Rural Attorney section of WSBA. Congratulations! It's exciting to see there is such a committee. I wanted to introduce our program to you. OneAmerica is a 501(c)(3) nonprofit located in Seattle and is the largest immigrant rights organization in Washington. We also have a national reputation. We build power in immigrant and refugee communities. One of our programs is the Washington New Americans program (WNA), which is a partnership between the State of Washington, OneAmerica, and the American Immigration Lawyers Association Washington Chapter (AILAWA). We provide pro bono naturalization application preparation services for people capable of representing themselves pro se. We get funding from the state and re-grant about half of it to about 13 other nonprofits around Washington State that also provide naturalization services. Back in 2003, AILAWA started the original citizenship days to help permanent residents apply for naturalization. AILAWA formed a partnership with OA in 2008 to provide logistics, planning and outreach. Our state funding began in 2009. We host two Citizenship Days at 2-3 sites per event per year (April and September/October): usually one or two sites in central/eastern Washington and in greater Seattle, Vancouver or Tacoma. These clinics usually attract about 60-90 people. We also have several smaller clinics during the year in various locations in the Seattle area and around the state.

We are always looking for volunteers in a range of capacities: attorney/DOJ Rep screeners (evaluating eligibility for natz); also, for Quality Review to review prepared applications; paralegals to prepare forms; interpreters; and general volunteers for other logistics. In particular, we have a need to recruit lawyers in the smaller towns across the state for our clinics that have been held in Yakima, Ellensburg, Pasco, and Wenatchee for example. While I would expect most of the lawyers in STAR not to be immigration lawyers, they could participate as form fillers initially to get an idea of what's involved with naturalization, or to be general volunteers. If they can develop some immigration law experience, they can transition to screeners. We use our most experienced attorneys for quality review. Of course, we strongly recommend joining AILAWA for more intensive training and networking in the immigration space. ([www.aila.org](http://www.aila.org)) We also welcome paralegals and bilingual legal staff to participate as form fillers and/or interpreters.

Ashlen Olmsted, who is cc'd here, is our volunteer organizer. I wanted to connect you both to discuss volunteer outreach further. Also, OneAmerica/WNA is a Qualified Legal Services Provider with WSBA for purposes of earning CLE credits through pro bono service. We require volunteers to watch our training videos and to check in and out at each clinic and to attend the day of event orientation. They then self-report for their credits.

Let me know if you have any questions. We would be happy to chat with you further about how STAR could help us recruit some new people to our program. Our two websites are below in my signature.  
Thank you in advance for your consideration and time.

BONNIE STERN WASSER (she/her) | STAFF ATTORNEY | OneAmerica | [weareoneamerica.org](http://weareoneamerica.org) |  
Washington New Americans | [wanewamericans.org](http://wanewamericans.org)  
1225 S. Weller Street, Suite 430 | Seattle, WA 98144 | P: 206-723.2203 M: 206.778.2570

### **Build immigrant power and collective change with OneAmerica.**

[Read about our legislative priorities and take action](#) for unemployment, language access, and democracy for all. We are growing our work to build power in communities - [visit our hiring page](#) and apply to join our movement. Read our immigration platform and vision, '[Our Thriving Home](#)' and [sign on](#) to make it real.

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