

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | Virtual

Saturday, March 16, 2024 | 10:00 a.m. – 12:30 p.m.

[Via Zoom](#) | Meeting ID: 897 3921 6093 | Passcode 040910 | Call In 888-788-0099

AGENDA:

- 1) **Welcome & Approval of January Meeting Minutes** - Aaron Haynes, WYLC Chair
- 2) **Introductions** - Aaron Haynes
- 3) **CLE Presentation Idea to WYLC** - Melissa Hall, Smol Law
- 4) **WSBA/WYLC Updates** - Aaron Haynes, Curtiss Melvin, Member Engagement Specialist, Stephan Yhann, At-Large
 - a) **WYLC FY25 Budget** - Curtiss, Aaron
 - Continuation of ABA Scholarship – All
 - What are WYLC goals for FY25 (e.g., outreach, projects) - All
 - b) **WYLC Member Resignation** – Curtiss
 - c) **Potential candidates for the BOG At-Large** - Curtiss
 - Finalize candidate interview questions
 - Interview process
 - d) **At-Large Representative** - Stephan Yhann
 - Statewide E-Filing, Statewide Outreach
 - Swearing In Ceremony
 - CLE-Forensic Accounting
- 5) **Project Team Presentations and Regional Reports** – All
 - a) Public Service Leadership Award – Aaron
 - b) STAR Committee Updates – Cody
 - c) Recruitment and Outreach – Zach
 - d) Financial Focus CLE – Elyse, Chawisa
- 6) **New ideas for Next Meeting** - All
- 7) **Adjournment** – Aaron

2023 - 2024 WYLC Meeting Schedule

November 18, 2023	Meeting: 10:00 am – 2:00 pm	Hybrid/WSBA Offices, Seattle
January 20, 2024	Meeting: 10:00 am – 12:30 pm	Virtual
March 16, 2024	Meeting: 10:00 am – 12:30 pm	Hybrid
April 20, 2024	Meeting: 10:00 am – 2:00 pm	Hybrid/WSBA Office, Seattle
July 13, 2024	Meeting: 10:00 am – 12:30 pm	Hybrid/Bellingham
September 14, 2024	Meeting: 10:00 am – 2:00 pm	Hybrid/Seattle

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting I Virtual Only Saturday, January 17, 2024 | 10:05 a.m. – 11:20 a.m. DRAFT Meeting Minutes

WYLC Members Present In-Person or Phone: Aaron Haynes, Adin Johnson, Alexander Reaganson, Bethany Nolan, Carnissa Lucas-Smith, Catarina Ferreira, Chawisa Laicharoenwat, Elyse Waters, Mason Ji, Matt Rommelmann, Zachary Davison

WYLC Members Absent: Cody Branstetter, Stephan Yhann, Sydney Sherman

Board of Governors Liaisons: Jordan Couch

WSBA Staff: Chelle Gegax – WSBA Member Services and Engagement Administrative Assistant, Curtiss Melvin - WSBA Member Engagement Specialist

Welcome & Approval of June Meeting Minutes (Aaron Haynes, WYLC Chair)

WYLC Committee Chair, Aaron Haynes, called the meeting to order at 10:05 a.m. WSBA Member Services and Engagement Specialist, Curtiss Melvin, welcomed members back and announced that quorum was met and that the meeting could proceed. Curtiss asked if anyone was ready to make a motion to approve the June 2023 meeting minutes. On motion by Committee Member, Mason Ji, seconded by Committee Member Bethany Nolan, the WYLC unanimously voted (12-0-0) to approve the June 2023 meeting minutes.

Introductions (Aaron Haynes, WYLC Chair)

Aaron invited those in attendance to provide a brief introduction including their name, involvement in the WYLC and place of employment, as the last meeting the WYLC had conducted was held in June of 2023 and there are several new members in attendance. Members, as well as WSBA Staff, provided brief introductions and pleasantries.

Board of Governors Liaison Update (Jordan Couch, At-Large Board of Governor)

WYLC Board of Governors (BOG) Liaison, Jordan Couch, advised the committee that the BOG voted to support the Bar Licensure Task Force, on alternative pathways to licensure. The BOG is also focusing on initiatives such as Member Wellness, with creation of a new Member Wellness Task Force. Jordan

encouraged members to review WSBA strategic goals and for the WYLC to get involved in them. If there is anything the WYLC wants to get involved in, especially if it tied to WSBA's strategic goals to start planning those now. Jordan commented that he would be talking to leadership about their options on restructuring the WYLC to allow for more flexibility in committee composition to help fill vacancies. Jordan provided a deeper explanation of the Bar Licensure Task Force and how it is intended to help access to the legal profession. One example was a preliminary character and fitness review, giving students an opportunity to know if they would pass the character and fitness review prior to entering law school. Adin Johnson asked if this proposal changed any rules pertaining to reciprocity. Jordan responded that it would reduce it from five years to one year within the current proposal.

Jordan commented in the chat that the Board of Governor's Strategic Goals for this year have four strategic focus areas: 1) Member wellbeing (studying, expanding, and improving resources for and assistance to legal professionals); 2) Technology (assessing and determining the state bar's role in regulation, consumer protection, and support to legal professionals); 3) Inclusion and belonging in the legal community (understanding the detractors and drivers of belonging and creating a plan to advance inclusion and belonging); and 4) Support for rural practice (supporting practitioners and increasing access-to-justice in rural and small-town areas). These will not be the only things WSBA does over the next year, but these will warrant some extra attention this year and probably into the next.

WSBA/WYLC Updates

a. Potential Candidates for At-Large BOG Liaison Appointment (Aaron Haynes)

Jordan advised that as the liaison to BOG, he is the representative of new and young lawyers and that this position has been around for quite some time. Approximately three years ago, the position changed to be a voted-on position within the BOG. The WYLC is responsible for sourcing candidates for the BOG to vote on. Jordan's term is up in September, and elections will begin in April/May. Jordan advised the committee and those in attendance that he is considering running again. The time commitment includes 6-10 meetings per year with the BOG and most are two-day meetings. The liaison is also assigned to other committees, sections, and nominations. In example, Jordan also participates on the Budget and Audit committee, which develops the budget for all the WSBA. Jordan advised he is happy to discuss the position with anyone outside of the meeting if anyone is seeking further details. Jordan also advised that it is very important that the candidate's employer be supportive of the position and candidates' involvement. Jordan advised that meeting schedule is mostly in-person, but ability to remote in and stressed the importance of in-person meetings and the benefits of participating in-person rather than remote.

Aaron asked when applications would go live for this position. Curtiss advised that April 15 is the deadline for applications but will follow up with more details on when the applications would launch and be available to potential applicants.

b. Change WYLC Meeting Date from May 2/3 to April 20 (Aaron Haynes)

Aaron advised that we are changing the date of the meeting to align with the application window for the BOG liaison position to allow the committee time to source applicants and review materials prior to interviewing applicants as a committee. Aaron asked if the committee wanted to invite applicants to a WYLC meeting to conduct interviews and chat about who the candidates are. WYLC Committee Member,

Adin Johson, asked when this would take place and Aaron advised it would take place during an already-scheduled WYLC meeting. WYLC Committee Member, Catarina Ferreira, asked if this would take place in person? Aaron commented that it would be hybrid, in the Seattle WSBA office to encourage higher attendance. Curtiss agreed it would be beneficial to have candidates in person and will follow up with marketing.

c. APEX Awards Nomination (Curtiss Melvin)

Curtiss advised that APEX Award nominations are currently open, and the deadline is February 29, 2024. If anyone has a nominee, to please submit those via the WSBA website. Jordan commented that the APEX Awards are a very big deal and the WSBA has started letting the winners create their own celebration. One example was that one recipient held a celebration at a local pizza place with friends and family, and this format celebrates people more intimately and shows how much this award can inspire other people.

d. WYLC Partnership with MentorLink Mixer: Navigate a Courtroom 2.8.24, 4:00-5:30 (Curtiss Melvin)

Curtiss provided those in attendance with an update on the upcoming. MentorLink Mixer: Navigating a Courtroom, to be held on February 8, 2024. The theme will be navigating a courtroom and targeted at new and young lawyers. Curtiss advised that the WSBA is actively recruiting mentors for this event and WYLC members are encouraged to apply. Mentors are responsible for sharing their experiences and navigating through a mix of-predetermined and on-the-spot topics. Bethany volunteered as a mentor. WSBA Member Services and Engagement Administrative Assistant provided additional context for the event, including expectations for onboarding, conversations starters, and format. WSBA Committee Members Mason Ji, Zach Davison, and Adin Johnson volunteered as mentors. Chelle shared the event RSVP form in chat for those interested.

e. Potential Mentors for Legal Lunchbox: Creating Access to Legal Profession 1.30.24, 12:00-1:30 (Aaron Haynes)

Aaron commented that he will be moderating the legal lunchbox on Jan. 30th and will provide elevator pitch and promote the MentorLink Mixer at that CLE. Aaron advised that he plans to share the link for mentor recruitment during the CLE event.

f. Statewide E-Filing, Statewide Outreach, Spring Swearing in Ceremony (Stephen Yhann)

Did not discuss.

g. Vote on Emily Albrecht ABA Proxy Delegate for WYLC (Group Discussion/Potential Action)

Aaron advised that Emily Albrecht is a former chair and member of the WYLC and is very involved with the ABA level YLD. She has expressed interest in supporting the WYLC as a delegate for the ABA. Aaron feels that Emily would serve this role very well. Zach also feels Emily would do an amazing job in this position as she is very active and motivated to serve YLD. Aaron asked if a vote was required to approve to have Emily serve as the WYLC's ABA delegate. Curtiss advised that the reason for required vote is that the WYLC budget allows for reimbursement of expenses for ABA events. On motion by Bethany, seconded by Mason, the WYLC unanimously approved to reimburse Emily for expenses related to the ABA Proxy Delegate position.

Project Team Presentation and Regional Reports (Group Discussion/Potential Action)

a. Awards (Aaron Haynes)

Aaron commented that he has handled awards including the ABA Scholarship and PSLA during his time commitment with the WYLC and the committee will need another member to join this committee moving forward.

i. ABA Scholarship

There were no applications in FY23 for the ABA Scholarship. Curtiss commented that applications for this scholarship has lessened over time. Aaron advised that it has little participation outside of the WYLC committee members. Aaron asked for any committee members interested in working on the Awards Project Team to contact him.

ii. Public Service Leadership Award

Aaron commented that he has also led the Public Service Leadership Awards (PSLA) project team for the past four years. Aaron feels that it is a great way to have your name seen in WSBA publications as it requires a written article about the recipients of the award. WYLC Committee Member, Alexander (Alex) Reaganon, expressed interest in taking over this project. Chelle asked if Alex was interested in both the ABA scholarship and PSLA or just PSLA? Alex responded that he is only interested in PSLA at this time.

Chelle and Curtiss will connect with Alex to update application materials.

b. Bylaws – Zach

Zach commented that first read of the Bylaws Amendment proposal by the BOG was last summer and it generated a lot of good feedback. Zach is currently seeking a WYLC member to take over as project lead who can take the feedback and discussion and into final presentation to the BOG for second read. Mason commented that he is happy to take this forward. Mason advised that based on his experience presenting to the board, he feels confident in taking this project on. Mason has had multiple BOG members approach him for discussion on this topic and feels that it was a great opportunity. Next steps would be to schedule a project team meeting with those interested to discuss the feedback received and how to move forward.

Alex commented he would also be interested in joining.

c. STAR Committee – Cody

Curtiss provided an overview of the STAR Committee’s purpose in the absence of project lead, WYLC Member Cody Branstetter. **Catarina expressed interest in joining this project team moving forward.** Chelle provided context of meeting schedule, commitment, and current projects within the committee.

d. Recruitment/Outreach – Zach

Zach advised that this project team have ties closely to many others and is an important project team to keep active. BOG members are interested in what the WYLC is doing to grow interest and what projects are currently taking place. **Bethany expressed interest in joining this project team,** and asked what all is involved if a member wanted to be on multiple teams. Chelle advised of time commitments being involved on multiple committees and advised that commitment can vary.

e. Financial Focus CLE – Cody, Elyse

Elyse advised the committee of how the WYLC planned and executed a Financial Focus CLE in FY23. Elyse explained that she felt it very beneficial and would be interested in continuing if the committee felt they should do another CLE. **WYLC Committee Member, Chawisa Laicharoenwat, volunteered to join the financial focus project team.**

Curtiss advised members that volunteered for project teams to connect with current leads to get the most up to date information about the project prior to the next WYLC meeting. Chelle advised that she connect with the WSBA CLE contact point for this project in advance of the next meeting.

New Ideas for the Next Meeting

AH advised that members would discuss project reports as standing agenda items in the future. CG confirmed that members are aware of the projects.

Adjournment

Aaron adjourned the meeting adjourned at 11:20 a.m. The next WYLC meeting will be hybrid in Vancouver, WA on March 16th, 2024.

FY24 Overview for FY25 Budget & 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 WSBA.
- The WSBA's Director of Finance is responsible for the WSBA's financial operations.
- WSBA oversees an annual operating budget over \$20 million dollars.
- The budgeting processes begin as early as January 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 WSBA programming.

About the WYLC Budget

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

G/L Account #	Expense Name	FY23 YE	FY24 Budget	Actual FY24 YTD*	Est. FY25 Budget
50095	WYLC CLE Comps	\$0	\$1,000	\$0	\$1,000
55266	WYLC Outreach Events	\$250	\$1,500	\$0	\$1,500
58525	WYLC Scholarships, Donations, and Grants	\$1,385	\$5,000	\$0	\$5,000
55270	WYL Committee	\$5,094	\$13,500	\$492	\$13,500
	Totals	\$6,729	\$21,000	\$492	\$21,000

*As of January 2024.

- Line item 50095 allocates funding for CLE comps for the Public Service and Leadership Award recipients. Over the past few years, recipients have not redeemed their free CLE, however, in

FY22 at least one recipient submitted a request to redeem their CLE. **The WYLC plans to continue to offer this award in FY25.** Applications are currently not open for FY24.

- Line item 55266 allocates funding for outreach events. In FY23, the WYLC paid \$250 as a sponsor for the King County New Lawyer Division Spring Soiree. In FY24, the WYLC planned to continue to host outreach events. The WYLC was hoping to do an outreach event during the Vancouver meeting in March 2024, however there wasn't enough Committee members attending the event in-person. The WYLC is considering an outreach/recruitment event for upcoming graduates who pass their bar exam. The Financial Focus project team planned to facilitate a financial focus in FY24; however, the project team hasn't decided on a topic. The project team hasn't had the opportunity to discuss their FY25 goals and it's an agenda item for the March 2025 meeting. **The WYLC is expecting to host multiple meetings/events/socials outside of Seattle in FY25.**
- Line item 58525 was historically for the ABA Scholarship Awards. In the past, the WYLC awarded up to five \$500 scholarships for both the ABA Midyear and Annual Meetings. Starting in FY21, the WYLC increased the total amount of scholarships to \$5,000 to encourage more people to volunteer as ABA YLD delegates and/or increase the award amounts for recipients. However, in FY21 and FY22, the ABA meetings were free and virtual. As such, in FY21 the WYLC voted on to use these funds for CLE scholarships for new and young lawyers. In FY22, the WYLC did not award any scholarships, however they will continue to identify possible ways to disburse scholarship funds, which may include scholarships to attend ABA meetings, CLE scholarships, and other donations/grants in FY23. In FY23, the WYLC planned to offer scholarships for ABA YLD meetings. The WYLC did not award any scholarships for the Midyear in February 2023 and planned on offering scholarships for the Annual in August 2023. The WYLC did not offer an award for the Annual in August. The Committee will be discussing in the March 2024 meeting if they want to continue with ABA scholarships in FY24/FY25. The members haven't had the opportunity to discuss their FY25 goals, it's an agenda item for their March 2024 meeting.
- Line item 55270 allocates meeting costs, which currently includes some hybrid and outside of Seattle meetings. Generally, the WYLC hosts two - three outside of Seattle meetings in a year. Overall, this cost went down significantly due to the COVID-19 pandemic and transition to virtual only meetings. Starting in FY20, this also included an allocation of up to \$3,000 for the ABA District Rep/WYLC At-large member to attend the ABA YLD meetings. The FY23 number assumed the WYLC may meet in person/hybrid more frequently than in FY22 and includes costs for the ABA District Rep to travel for ABA YLD meetings. The WYLC had one hybrid meeting in FY23 with the BOG in Vancouver in June. The WYLC September (FY23) and November (FY24) was cancelled due to quorum issues. The Member Engagement Specialist hosted a virtual orientation meeting for the newly appointed members of FY24 exclusively in November to onboard new members.
For FY24, the budget was increased to address increased costs for in-person meetings, with a target goal of having at least four (4) meetings be held in person in different locations across Washington next year. The committee was planning on having an in-person meeting in Vancouver, however that meeting was switched to virtual because not enough members were able to attend in-person. The Committee is expecting their first in-person/hybrid meeting in April 2024. The Committee members haven't had the opportunity to discuss their FY25 goals, it's an agenda item for their March 2024 meeting. **The WYLC are expecting to host multiple meetings/events/socials outside of Seattle in FY25.**

Timeline

The WYLC needs to submit the draft FY25 budget to WSBA staff no later than **March 18, 2024**. WSBA staff will then submit the entire Member Services and Engagement Cost Center budget to WSBA Finance on March 22, 2024. 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 Julianne Unite julianneu@wsba.org, Curtiss Melvin curtissm@wsba.org, and Chelle Gegax michelleg@wsba.org by **March 18, 2024**. This request must include the following information:

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

WASHINGTON STATE B A R A S S O C I A T I O N

Scholarship to Attend ABA Young Lawyer Division Meetings

The Washington State Bar Association (WSBA) and the Washington Young Lawyers Committee (WYLC) have prioritized the use of funds to send new and young lawyers to attend American Bar Association (ABA) Young Lawyer Division (YLD) meetings and/or conferences. This scholarship is designed to:

1. encourage attendance and participation at the ABA YLD meetings.
2. ensure that Washington is represented by Delegates to YLD Assembly at ABA Annual and Midyear; and
3. to create the opportunity for scholarship recipients to bring ideas back to the WYLC about how to engage and serve new lawyers in Washington.

The ABA YLD is a network of over 130,000 members and 300-plus affiliated young lawyer organizations from around the world. Twice a year, at the ABA Midyear and Annual Meetings, the ABA YLD Assembly meets to debate and vote on issues of importance to young lawyers that if passed are recommended to the ABA House of Delegates to become official policies of the ABA. The ABA YLD also holds two conferences a year, one in the spring and another in the fall.

As a scholarship recipient, you will be given the opportunity to represent the interests of new and young lawyers in Washington State at a national level by participating in the ABA YLD Assembly and attending ABA YLD conferences. Attending YLD meetings will also give you the opportunity to network with other lawyers, attend CLEs, and learn what other states are doing to tackle important young lawyer issues. You will also review and consider ideas and programs to bring back to WSBA and its WYLC. Scholarship recipients are strongly encouraged to attend plenary and closing sessions at the Midyear and Annual Meetings and at least one block of programming each day. If you are unsure of what to attend, please reach out to your 2023-2024 ABA YLD District Representative (Mason Ji: MJi@perkinscoie.com) or FY24 WYLC Chair (Aaron Haynes: ahaynes@CSDLAW.com).

The scholarship is designed to partially offset your expenses to attend the meetings. You are encouraged to seek additional funding through the ABA or other resources available to you.

Scholarship for Midyear: There will be three \$250 scholarships awarded to new and young lawyers to the ABA YLD Midyear Meeting in Louisville, KY from January 31 to February 5, 2024. The scholarship will come in the form of a reimbursement.

Scholarship for ABA YLD Annual: There will be three \$250 scholarships awarded to new and young lawyers to attend the ABA YLD Annual Meeting in Chicago, IL from July 31 to August 6, 2024. The scholarship will come in the form of a reimbursement.

Responsibilities

Each scholarship recipient is **required** to serve as a Washington Delegate to the YLD Assembly if the scholarship recipient attends either the Annual or Midyear meetings. All scholarship recipients must attend the following WYLC meeting (either in person or over the phone) to share what they learned that may be applicable to new and young lawyers in Washington State. Scholarship recipients may also be asked to provide a written summary for new and young lawyers via the WSBA new lawyers list serve and/or the WSBA blog, NWSidebar.

Requirements to Apply

1. Applicants must be current members or become members of the ABA YLD.
2. Applicants must be considered "Young Lawyer" as defined in section XII of the WSBA Bylaws at the time of the selection. The WSBA considers an active member a Young Lawyer if at least one of the two criteria below is met:
 - the member has been admitted to practice for fewer than five years (in any state); or
 - the member is under 36 years of age.

Selection Process

The WYLC has authority over who will be awarded the scholarships. For more information, contact newmembers@wsba.org.

Application for Scholarship to Attend ABA Young Lawyer Division Meeting

Name: _____

Email: _____

Bar No. _____

Employer: _____

Address: _____

Which meeting are you applying for scholarship funding to attend? Please note application deadlines:

<u>Meeting</u>	<u>Dates</u>	<u>Location</u>	<u>Application Deadline</u>
___ Fall Conference	NA	NA	NA
___ Midyear	Jan 31 – Feb 5, 2024	Louisville, KY	January 3, 2024
___ Annual	Jul 31 to Aug 6, 2024	Chicago, IL	July 1, 2024

Why are you interested in attending this ABA meeting?

Are you actively involved in any Bar Association programs or projects? If so, please name them and briefly describe your involvement, including any positions held:

Please list any *pro bono* participation and/or activities:

Have you ever attended an ABA YLD Meeting? _____ Yes _____ No

Have you ever attended any other ABA Meetings, and how many?

Scholarship recipients will receive the reimbursement after each meeting by completing a WSBA Expense Report form and including all applicable receipts up to the limit specified in the scholarship they receive. In addition to receipts, scholarship recipients must submit a schedule of ABA YLD events attended. Reimbursement will only be made for expenses for airfare, hotel, registration, or meals (excluding alcoholic beverages) incurred in connection with the meeting.

If you are unable to attend a meeting for which you have been selected as a scholarship recipient, please email NewMembers@wsba.org as soon as possible. This will allow us to award another applicant the scholarship.

Signature _____

Date _____

Please return your completed application by mail or email to: New Member Programs c/o Washington State Bar Association, 1325 4th Ave., Ste. 600, Seattle, WA 98101; Phone: 206.733.5921; Email: NewMembers@wsba.org

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WSBA Board of Governors At-Large Young Lawyer: Timeline and Process

The Washington Young Lawyers Committee (WYLC) per the WSBA Bylaws WSBA Bylaws Art.VI.C.3.b.¹ shall recommend at least three candidates for inclusion on the ballot to elect the At-large Young Lawyer governor position. Below outlines the timeline and process to recommend candidates for election.

Position: At-Large (Young Lawyers) / Term: Oct. 1, 2024 – September 2025

WHEN	WHAT	WHERE	NOTES
March 1	Application Opens	Online	<ul style="list-style-type: none">• WSBA staff leads this effort. WYLC should also connect with their networks.
March 16	WYLC Meeting	Virtual	<ul style="list-style-type: none">• Determine interview questions and criteria for assessing qualified candidates.• Identify WYLC recommendation team* members.
April 16	Initial review of materials by WSBA staff. Materials sent to recommendation team.	Online	<ul style="list-style-type: none">• WSBA staff prep materials for recommendation team.

¹ Prior to 2021, the BOG At-large young lawyer seat was appointed by the Board of Governors after nominations from the WYLC. In 2020, the WSBA Bylaws were amended to have the At-large position elected by young lawyer members. More specifically, the role of the WYLC, recommendations, and elections process are as follows: “The Washington Young Lawyers Committee shall forward at least three candidates to the BOG who qualify as Young Lawyers as defined by Article XII(B) of these Bylaws as of December 31 in the year of the election. The BOG shall then place all candidates forwarded by the Washington Young Lawyers Committee on the ballot to be elected by a vote of all Young Lawyer Members as defined in section XII(B) of these bylaws. If the Washington Young Lawyers Committee forwards less than three candidates the BOG may, at its option, select additional qualifying candidates on its own or place only those candidates forwarded by the Washington Young Lawyers Committee on the ballot to be elected by a vote of all Young Lawyer Members as defined in section XII(B) of these bylaws.” WSBA Bylaws Art.VI.C.3.b.

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April 20	WYLC Meeting/Candidate interviews/Recommendations finalized	Hybrid/Seattle	<ul style="list-style-type: none"> Materials for candidates will be included in the meeting packet sent out to the full WYLC. The WYLC will interview each candidate in 15-20 minutes segments. Candidates are requested to not attend each other's interviews and to not attend the WYLC's discussion of candidates. Following the interviews, there will be a discussion of all candidates. (question as to whether this can be done in "executive session"). The WYLC will vote to recommend the candidate(s) for inclusion on the ballot.
April 23	Recommended candidates for the ballot forwarded to WSBA	Email	<ul style="list-style-type: none"> WSBA staff will prepare memo/materials and send to BOG and Executive Director
May 2-3	May BOG Meeting. Materials Deadline	Richland	
May 2	At-large elections open	Online	
June 3	At-large elections closes	Online	
June	Winner announced		WSBA staff will email candidates of results and publish results online

2024 Board of Governors At-Large Young Lawyer member recommendation process and criteria

*Recommendation Team - Responsibilities

1. Washington Young Lawyer Committee members volunteer for the At-large Young Lawyer Governor seat recommendation team to be the lead in the recommendation and interview process.
2. WSBA staff will email all materials to the recommendation team on April 16 for review. The recommendation team may also need to meet virtually to determine the candidate interview process/outreach.
3. Recommended candidates for inclusion on the ballot will be announced immediately. No preference between or among candidates will be shared with others outside the WYLC. A memo with the recommended candidates will be submitted to the Executive Director for review and inclusion on the ballot.
4. WSBA staff will contact all other candidates and notify them of their application status.

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Criteria for Board of Governors At-Large Young Lawyer

Criteria	Always (3)	Often (2)	Seldom (1)	None (0)
Understands the various issues facing new and young Lawyers				
Works toward promoting diversity in the legal profession				
Shows initiative, leadership, and responsibility				
Engages with the legal community				
Establishes collaborative relationships				
Experience with other volunteer leadership roles				
Understands WSBA Mission and the role of the Bar				

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Washington Young Lawyers Committee

Criteria to consider applicants for the BOG At-large position for new/young lawyers

The preferred candidate would have:

- Understand the various issues facing new lawyers
- Works toward promoting diversity in the legal profession
- Shows initiative, leadership, and responsibility
- Engages with the legal community
- Establishes collaborative relationships
- Experience with other volunteer leadership roles
- Understands WSBA mission and role of the Bar

Interview with candidate: _____

Prepared questions:

Tell us about yourself and why are you interested in this position?

How would you use this position to advance the mission of the WSBA? (and/or, what makes our mission meaningful to you)?

Share an example of a time you were given feedback and how you incorporated it into your work?

This nomination process is to complete the term of Sean Davis. Whoever is selected would be eligible to apply for a full three- year term. Do you plan to apply to serve the full four years, why or why not?

What is your communication style when part of a group brainstorming ideas or discussing complex topics?

What do you understand the time commitment to be, and what is your plan to ensure your work allows for it?

When thinking about the BOG, what will success look like to you?

Describe a time you disagreed with a decision maker on a project you were part of. How did you approach discussing the topic and how did you collaborate on the project once the final decision was made?

What do you perceive the biggest challenges facing young lawyers to be over the next 3 years?

Is there anything you wish to bring to our attention that we didn't ask you about?

(If they have served on another board, perhaps a question related to it): What were some of the most interesting experiences you have had related to boards, and some of the most important things you have learned? OR, On other boards on which you have served, what do you feel were some of your notable contributions?

WASHINGTON STATE BAR ASSOCIATION

To: WSBA President, President-elect, Immediate Past-President, Executive Director, and Governors
From: Washington Young Lawyer Committee
Re: Recommendations for the 2024-2025 At-Large Young Lawyer Governor Ballot
Date: April 20, 2024

ACTION: Include **[NAMES]** on the 2024 – 2025 Board of Governor At-Large Young Lawyer governor ballot.

The Washington Young Lawyers Committee (WYLC), pursuant to Art.VI.C.3.b. of the WSBA Bylaws, recommends # members to be included on the ballot for the election to the Board of Governors At-large Young Lawyer seat for the 2024-2025 term.

of applications for the position were received, all of which were reviewed by the WYLC. At the April 20, 2024 meeting, the WYLC interviewed the candidates and voted to recommend the following # candidates for inclusion on the ballot for election by young lawyer members of the WSBA (listed in alphabetical order):

NAME	Bar No.
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Enclosed please find applications and letters of support for the 2024-2025 At-Large Young Lawyer Governor candidates.

Enclosures

Washington Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2024 Public Service and Leadership Award. Each award recipient will be eligible to receive a credit, which must be used within one year of receiving the award, to attend one free (or no-cost) WSBA-CLE program of up to six credits total. The award recipient's name and photo may be posted on the WSBA website, publications, and/or social media.

Eligibility requirements

Award recipients must meet the "young lawyer" definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young 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.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials, e.g., nominee's resume, articles, etc., that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, 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 [WSBA magazine](#).

The WYLC will select the award recipients at the July 14, 2024, WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

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:

WASHINGTON STATE B A R A S S O C I A T I O N

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

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

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

Additional information:

Submit nomination and any supplemental materials to newmembers@wsba.org