

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | Seattle, WA

Saturday, September 14, 2019 | 10:00 a.m. – 2:30 p.m.

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

AGENDA

| | | |
|------------|---|--|
| 10:00 a.m. | Welcome and Introductions Approval of Minutes | Kim Sandher, Chair |
| 10:15 a.m. | WSBA Updates <ul style="list-style-type: none"> • New Member Survey • Bar Structures Workgroup • FY2019 Wrap-up/FY2020 Begins | Ana LaNasa-Selvidge, Staff Julianne Unite, Staff |
| 10:35 a.m. | BOG Report September BOG Meeting | Russell Knight, At-Large Young Lawyer Governor Jordan Couch, Chair-elect |
| 10:45 a.m. | ABA Report | Sho Ly, Scholarship Recipient Natalie Schiess, Scholarship Recipient |
| 11:00 a.m. | Subcommittee Year End Report Outs <ul style="list-style-type: none"> • Bylaws and Governance • Debt and New Lawyer Benefits • Awards • Outreach • ATJ/RRR • ABA | Kim Sandher, Chair Mike Moceri, Past Chair Brian Neuharth, Member Emily Ann Albrecht, Member Maha Jafarey, Member Jordan Couch, Chair-elect Ben Hodges |
| 12:00 p.m. | Break for lunch | |
| 12:15 p.m. | Subcommittee chair appointments | Jordan Couch |
| 12:45 p.m. | Law school student involvement Public Service Project Brainstorming for Next Year | Kim Sandher, Chair Jordan Couch, Chair-elect Brian Neuharth, Member |
| 2:30 p.m. | Adjournment | Kim Sandher |

Note: Discussion and action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the committee chair.

2018 - 2019 WYLC Meeting Schedule

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|--------------------|-----------------------------|-------------------------------|
| 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)

| OCTOBER 2018 | | | |
|----------------|--|--------------------|---------------------------------------|
| | <i>Celebrate Pro Bono Week (Oct. 21 – 27)</i> | | |
| 13 | WYLC Meeting | 10:00 am – 2:30 pm | WSBA Conference Rooms – Seattle |
| NOVEMBER 2018 | | | |
| 15 | MentorLink Mixer: Government | 5:00 – 7:00 pm | Hotel RL, Olympia |
| 16 | BOG Meeting | | WSBA Conference Center – Seattle |
| DECEMBER 2018 | | | |
| 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> | | |
| JANUARY 2019 | | | |
| | <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 |
| FEBRUARY 2019 | | | |
| | <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 |
| MARCH 2019 | | | |
| | <i>Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & 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> | | |
| APRIL 2019 | | | |
| 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 |
| MAY 2019 | | | |
| 8 | Mentorship Mixer: Alternative Careers | 12:00 – 1:30 pm | WSBA Conference Rooms – Seattle |
| 16-17 | BOG Meeting | | Hilton Garden Inn, Yakima |
| JUNE 2019 | | | |
| | <i>Annual Committee Reports due to the Mission Performance and Review Committee</i> | | |
| | <i>New Committee appointments are made.</i> | | |
| JULY 2019 | | | |
| 26-27 | BOG Meeting | | Marriott, Richland |
| 26 | WYLC dinner with the BOG | 6:00 pm | Richland |
| 27 | WYLC Meeting | 10:00 am – 2:30 pm | Marriott, Richland |
| 27 | WYLC Social | 3:00 – 7:00 pm | Art in the Park/Goose Ridge, Richland |
| AUGUST 2019 | | | |
| 8-10 | ABA Annual Meeting | | San Francisco, CA |
| 14 | WYLC Financial Focus CLE | 1:00 – 3:00 pm | WSBA Conference Rooms – Seattle |
| SEPTEMBER 2019 | | | |
| 14 | WYLC Meeting | 10:00 am – 2:30 pm | WSBA Conference Rooms – Seattle |
| 14 | WYLC Social | 2:30 pm – 5:00 pm | Trace Lounge, Seattle |
| 26-27 | BOG Meeting | | WSBA Conference Center – Seattle |
| 30 | End of FY2019 | | |

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee | Richland, WA
Saturday, July 27, 2019 | 10:00am – 2:30pm
Meeting Minutes

Present/Phone: Alice Bagirova, Brandon Holt, Brian Neuharth, Chelsie Elliott, Colin McMahon, Emily Ann Albrecht (joined at 10:54 a.m.), Jordan Couch, Kim Sandher, Maha Jafarey, Mike Mocer, Molly Winston, Zachary Davison

Absent: Alixanne Pinkerton (excused), Catherine Holm (excused), Ian McCurdy (excused), Nathan Beard

WSBA Staff: Ana LaNasa-Selvidge, Julianne Unite

Board of Governors (BOG): Russell Knight (arrived at 11:52 a.m., left at 12:20 p.m.)

Public: Yvonne Carrick (arrived at 11:21 a.m.)

Introductions & Approval of the Minutes

Kim called the meeting to order at 10:06 a.m.

On motion by Colin, seconded by Mike, and abstentions by Molly and Jordan, the WYLC by a majority vote approved the April meeting minutes.

WSBA Updates

Budget: Ana reported that we are in the process of having the final budget approved by the BOG and that she submitted WYLC's proposed budget on WYLC's behalf. Ana further clarified that there may be some tweaks or recommendations from the BOG, but does not foresee any major changes. Final budget will be approved in September.

Future of the Bar Discussion

Ana reported that the Bar Structures Work Group (BSWG) held their last meeting this month, but there may be an additional meeting for the BSWG to review and discuss their report. The BSWG will present their recommendations through a report and forward it to the Supreme Court for review. The report should be finalized for September Supreme Court en banc. Ana explained that the BSWG is putting forth four recommendations. The first is to generally keep the current structure of the WSBA intact. The second is to review the 2010 Governance Task Force recommendations. The third recommendation was to move forward with adding public members on the BOG. The fourth recommendation was to reexamine the Keller deduction and make sure the appropriate costs are calculated in the deduction. Ana qualified that the Supreme Court could make different recommendations than the BSWG regarding the structure of the WSBA. Chief Justice Fairhurst will be meeting with Senator Pedersen to see if any changes need to happen with GR12 and plans to work together with the legislature to make any changes. Jordan asked if there is anything specific that the BSWG are looking at regarding the Keller deduction or just generally looking at it. Ana replied that it is probably a general review, but not sure what the report would say. Ana encouraged attendance if the BSWG holds another meeting.

WSBA Updates (cont.)

Open Public Meetings Act (OPMA): Ana reported that right now, the WSBA is following a lower court order to comply with the OPMA and the BOG received training. The WSBA is currently conducting an analysis to determine if WSBA Committees and other entities need to comply with OPMA. Ana further stated that we have been informed that WYLC should comply with OPMA, so there may be some changes coming. Ana then stated she plans to send the training the BOG received to the WYLC. Jordan asked whether the WSBA has complied with OPMA in the past. Ana explained we have an open meetings policy in the WSBA Bylaws, but traditionally have not complied with the OPMA. Kim asked if the BOG is recording and broadcasting meetings live. Ana clarified that the OPMA has to do with meetings being open, which means notice needs to be published, the public must be allowed to attend, agenda items must be followed, and quorum must be established for meetings. As an example, confirming the BOG dinner this year raised several questions about whether or not the OPMA applied to the dinner and raised concerns about the perception of closed discussions regarding WSBA business. Ana further stated that liability for OPMA violations are on individuals and not on organizations. Brian asked if this extends to subcommittees. Ana replied that it is part of the analysis we are doing. Ana also stated that the OPMA can also be triggered by an email thread if there is a quorum. The BOG is getting a debrief today about the differences between the WSBA Bylaws and the OPMA. Jordan asked once it is decided, can we have General Counsel or someone train the WYLC. Ana hopes that by the September meeting, we will have a training set up if the OPMA applies. Ana asked about how to proceed with the WYLC list serve given potential OPMA implications. Ana explained that staff can put "Do not reply all" or something similar in the subject line or create on back end to prevent list serve discussions. Mike stated that it seems that these changes could make the list serve absolute because the OPMA would eliminate the discussion feature. Jordan asked if we noticed an increase of public or members of the bar showing up to any meetings. Ana replied no.

FY20 Meeting Dates: Julianne reported that the meeting materials include the proposed meeting dates for FY20. The proposed schedule includes meetings on the second Saturday of every other month starting in November. Julianne further stated that regions that the WYLC has not hosted a meeting in recent years include Pierce County, Peninsula, and the Northwest region. Julianne pointed out that the July meeting may deviate from the second Saturday to accommodate whether there will be another BOG/WYLC dinner. Julianne stated that she talked to Ian about scheduling the July meeting in the Northwest region since the BOG will be meeting in the same region at the same time. Julianne then asked the WYLC about their preference for location for the other meetings. Ana suggested that it might be okay to change one of the Seattle meetings to Pierce County in January or March. Jordan offered to coordinate the March in Pierce County. Jordan and Kim will follow up with Ben to confirm the location in the Peninsula for the May meeting.

Annual Report: Julianne reported that the Annual Report drafted by Leadership Team has been submitted for BOG review. Kim reported that Rajeev said that the WYLC was one of the best committees for following instructions and completing the report and achieving the goals.

Incoming WYLC Members: Julianne reported that the new incoming WYLC members have been appointed and that they have not yet been officially communicated out. Julianne will be reaching out to welcome the incoming members in mid-August and invite them to the September meeting. Brian asked if anyone recommended has ever not been confirmed by the BOG. Ana replied that the process has improved these past few years and that there has been non-confirmations in the past. Kim reported that

the WYLC still has a vacant North Central seat and asked if anyone knows anyone, to encourage them to apply.

Subcommittees Discussion

Bylaws and Governance: Mike reported that he was planning to have draft WSBA Bylaws recommendations for review at this meeting, but had other items that prevented. Mike further explained that he would like to have a generative discussion on whether suggestions provided the subcommittee should be approved. Mike reminded the WYLC that there is a moratorium on WSBA Bylaw amendments currently, but that hopefully now that BSWG has concluded, the hold on amendments will be lifted. Mike further reported that at the last subcommittee meeting they discussed changing the name of the WYLC to be more inclusive, changing the young lawyer definition to be more inclusive e.g. extending the time frame of qualification from five years to seven or ten years, and changing the WSBA Bylaws to add a tolling provision for qualifying life events. Kim replied that she is not in favor of changing the name of the WYLC because to be truly inclusive, the name would need to include law students since the WYLC also represents law students. Ana responded that in discussions about the OPMA, a question arose regarding whether the WYLC has a charter. The WYLC does not have a charter. Ana further stated that the current WSBA Bylaws portion as it pertains to “Young Lawyers” originated from the Washington Young Lawyers Division (WYLD), but as currently written, the Bylaws do not refer to the WYLC in the “Young Lawyers” provision. Moreover, the purpose statement under the Young Lawyers provision in the Bylaws is not exactly what the WYLC is doing right now. Ana suggested that the WYLC draft a charter and also re-evaluate the purpose statement in the Bylaws to determine whether it actually applies to the WYLC. Kim responded that she thinks it is important for the WYLC to engage with law students. Mike said historically that the WYLC has not done a lot with law students, but that is something the WYLC can devote a subcommittee to do. Colin said the Outreach subcommittee had a discussion about this topic. Mike suggested that the Bylaws and Governance subcommittee draft a charter and find a way to incorporate law students in subcommittee work. Ana mentioned that the WSBA has law student representatives. Ana also said that we are inviting the law students to the September social. Kim said that it could be nice to have a WYLC member give a two minute speech to the graduating law students about the WYLC. Brian talked about partnering with local bar associations and swearing in ceremonies. Mike asked if they should set aside 30 minutes at the next meeting to discuss law student involvement. Jordan said that a name change is complex thing to do. Ana asked if there is anyone that is new but not young on the WYLC. There are about 2000 new but not young lawyer members and in her anecdotal conversations, those people do not feel “young” and so they do not feel the WYLC is the place for them. Ana also said that the WSBA has other members including LPOs and LLLTs and the WYLC should consider broadening to be more inclusive of all members. Mike stated that a former WYLC member who was new but not young was very vocal about the name of the WYLC as not being inclusive. Kim asked if the WYLC created charter, what that would entail. Ana replied that it would have to go to the BOG. Ana also encouraged administering a new and young lawyer survey and law student survey to assist the WYLC in identifying the challenges and needs, which could help shape the drafting of a charter. Mike said one thing the subcommittee discussed is instead of extending time frame to qualify as a new and young lawyer, allowing tolling. Mike further stated that the age restriction

is de facto age discrimination. Jordan asked what if you just remove the age restriction and increase the number of years of practice. Ana added that back in the recession, people were not practicing initially so when they finally get into practice, they only receive a short time of benefits. Mike summarized that it seems like people generally want to remove age restriction and increase the number of years of practice in Washington State and to allow tolling. Jordan asked if the WYLC needs to think about the financial impact of these changes e.g. on CLE discounts. Ana replied we would need to conduct a financial impact analysis. Mike said that it seems like the WYLC should table name change and tolling proposals at this time. Mike moved to change the young lawyer definition from five to seven years and remove the age requirement. Brian seconded. Kim said she would extend to 10 years. Kim explained that if the average law student graduates at the age of 25, they would be 35 when they no longer qualify, which is close to how the current definition operates. Emily said the same issue is being discussed in the ABA and the suggestion is to change years in practice to 10 years without an age requirement. Molly responded that tolling may not be necessary if changed to 10 years. Mike asked if that impacts staff's opinion on potential pushback. Ana replied that with any change there might be some initial pushback, especially since a fiscal analysis has not been completed. That is not to say that the WYLC should not make the proposal. Ana replied that the WYLC would definitely want that information included in the proposal as well as the survey analysis. Then it is up to the BOG to decide. Mike moved to amend the original motion from seven years to 10 years of practice in Washington State. Brian seconded. Mike clarified that the motion would be a non-binding resolution and that the reasons for the proposal are to be more inclusive, address concerns of those who go in and out of practice, and ABA changes. Chelsie asked if this includes tolling. Mike explained that this motion will help inform the subcommittee on moving forward on the tolling proposal.

On motion by Mike and seconded by Brian, the WYLC by a majority vote approved the drafting of a WSBA Bylaw Amendment proposal to change the young lawyer definition from 5 years of practice to 10 years of practice in Washington state and remove the age requirement. Colin and Alice were absent for the vote. Mike asked if WSBA staff could attend the next subcommittee meeting. Ana confirmed she plans to call in.

BOG Report

Russell Knight expressed that it was really important that the BOG and WYLC had an annual dinner, because the BOG looks to the WYLC to understand what issues new and young lawyers are facing.

Mandatory Malpractice Insurance: Russell reported that the BOG voted to not impose mandatory malpractice insurance.

Bar Structures Workgroup: Russell reported that the BSWG is likely to propose very little changes to the structure of the WSBA. Russell explained that the little tweaks may involve reviewing the Keller deduction.

Executive Director Updates: Russell reported that the new interim executive director Terra Nevitt is doing a great job and that the BOG is currently in search of a permanent Executive Director. Russell further believes that Terra would apply if the structure of the WSBA does not change.

Open Public Meetings Act: Russell reported that there have been a number of lawsuits brought against the WSBA that have been public. Russell further reported that the Supreme Court has accepted review of a lower court ruling regarding WSBA subject to OPMA. As of right now, the BOG is operating under OPMA.

Bylaws and Governance: Jordan asked if the BOG has an idea of when the Bylaws amendment moratorium will be lifted. Russell explained that when the proposal from the BSWG comes out in the next month or so, it should open it up. Russell further said they will probably propose adding public members on the BOG. Kim stated that the WYLC was discussing drafting a charter and asked if Russell had any recommendations or an idea of whether the BOG will be receptive. Russell replied that generally the BOG will be receptive to what the WYLC wants to do. One of the lenses the BOG reviews committees and other entities is whether it is in alignment with the mission of WSBA and whether the group is diverse. Other than that, the structure of entities is generally up to the entities to decide. Another important factor is the budget and what impact changes will have on the budget. Kim asked what the process would be for submitting the proposal and the timeline. Russell replied that the timeline would be to submit at least two months in advance of a BOG meeting. Russell further suggested presenting the proposal as a whole package e.g. Bylaw changes, name change, and charter all at once. Russell further stated that some components will go through and others will not. Russell said one point of discussion among BOG members was the WYLC's involvement in recommending the candidates for the At-large Young Lawyer seat on the BOG. Russell further stated that there is limited time on BOG agendas so he suggested the WYLC put everything in the proposal and prioritize what the WYLC wants because the WYLC won't get everything, and explain how the changes fit to support the WSBA mission.

Other updates: Jordan asked what the BOG's goals are for the next year. Russell replied that is a good question for Rajeev. Russell summarized that they hope to keep the WSBA unified, increase lines of communication, and increase autonomy for subparts of the WSBA. Kim asked if the listening tour is still happening. Russell replied that there are still stops left this year. Russell further said that the best listening tour is on a more informal basis of contacting a BOG member directly and communicating concerns.

Subcommittee Discussion (cont.)

Debt & New Lawyer Benefits: Brian reported on the Financial Focus CLE taking place on August 14 from 1-3 p.m. The focus will be on how to hang a shingle as a new lawyer. The subcommittee will also work on cross promoting the WSBA Member Wellness Program (MWP), more specifically the WSBA Connects, which includes financial counseling. Brian said that the subcommittee will engage in these services and write an article. Brian reported that BOG member Carla Higginson approached him regarding a student services/student debt proposal. Brian asked if the WYLC would be amenable to allowing him to continue to talk to Carla about the potential strategies and gather more information. Mike asked for clarification on what Carla is proposing. Brian replied that if an attorney is looking for work, but only volunteering, WSBA would pay a portion of the member's student loan payments. Jordan and Mike asked to be included in the communications with Carla. Brian reported that the American Federation of Teachers is suing the Devos administration regarding mismanagement of the Public Service Loan Forgiveness

Program. Brian is curious to know if we could include debt questions on the new lawyer survey. Ana replied that we should have a group of WYLC members volunteer to help draft survey. Jordan suggested that at least one representative from each subcommittee should serve on the survey group. Brian, Jordan, Mike, and Alice volunteered to be on the group. Brian said he attended a CLE at Access to Justice conference last month and one of the presenters, Claire, talked about wellness and she will be calling into next subcommittee meeting to discuss more. Chelsie reported that she is working with the WSBA to develop a disaster planning tool as a member benefit. Ana further explained that Practice Management Assistance Program is developing five guides, which includes disaster planning, and encouraged anyone interested in helping to let her know.

ABA: Emily reported that Washington needs two more delegates for the ABA Annual Meeting. Discussion ensued on how to get more delegates. Kim reported that both Annual Meeting scholarships have been awarded, but the current scholarship application does not make it mandatory to serve as a delegate. Kim suggested that the application should require the scholarship recipient to be a delegate. Emily agreed. Kim reported that the WYLC has been struggling to recruit delegates and that it is often Emily scrambling to find people last minute. Emily said serving as a delegate is a very meaningful powerful part of the ABA YLD. Kim also suggested including this in quarterly contact emails. Kim will follow up with the ABA subcommittee to update the application for next year. Julianne reminded that the application needs to be finalized in August to provide enough time to send out the application and select recipients.

Awards: Emily reported that there were 11 nominations for Public Service and Leadership Award (PSLA) and that the subcommittee selected five recipients. Emily also stated she is finishing up the PSLA article for NWLawyer November issue.

RRR/ATJ: Jordan reported that the subcommittee received data from the WSBA regarding where lawyers are located in Washington and could not identify a correlation between the number of lawyers and number of workers compensation claims. Jordan further explained that he found it difficult to compare data among counties because they all track different things in different ways. Jordan reported that the data he received shows 37 young lawyers in Wenatchee and the WYLC should be able to get one of them to volunteer to serve on the WYLC. Jordan also stated that he is working with Oregon regarding the Summit about legal services in rural communities. Jordan explained that he is currently working on identifying the location for the Summit that is not in Seattle or Portland. Jordan also reported that he is tracking on the “pro loano” project and working on proposing something into public service loan forgiveness program to use pro bono work hours to help pay off student loans. Jordan said if the WYLC agrees, they could work on drafting a model/proposal on what this could look like in Washington and get others to adopt it.

Planning

Communications: Ana provided a presentation regarding communication and engagement with new and young lawyers. To generate discussion, Ana asked the WYLC four questions. First question, what ways do you like to receive communication? Responses included face to face communication, emails,

calendar invites, website updates, message design e.g. using different colors for emphasis, and/or a combination of all of the above. Second question, how do you engage with organizations? Responses included messages that are tailored and specific, Facebook events, Outlook invites, condensed information, messaging coming from trusted senders, information posted on a website, targeted invitations, and opt out/opt in options for emails. Third question, what are the ways you can build personal connections and engagement? Responses included personal presence at law school graduations and swearing in ceremonies by both WYLC and WSBA staff, involvement with local bar associations, CLEs for new lawyers e.g. Intro to Courts, and obtaining the bar exam past list and call those who passed to welcome them to the WSBA and encourage engagement with the WYLC. Ana reported that Ian McCurdy helped to host a PREP presentation in conjunction with the Whatcom County Bar Association and that it might be a good idea to bring people together to complete the PREP requirement. Fourth question, what idea can the WYLC commit to increase engagement? Responses included attending local events, creating a local bar WSBA liaison program, meet the WSBA event, send Facebook invites, send targeted emails, supplementing the new lawyer list serve with a Facebook group, and Jordan drafting messaging to include in the quarterly contact emails.

Kim asked everyone to pull up the WYLC webpage and Facebook page to identify what changes should be made. Identified changes for Facebook included changing the criminal lawyers category, updating the photo to current WYLC members, changing the WYLC logo, updated the About section to have information about the WYLC, update the webpage address, and create events for all meetings and socials. Changes for the Facebook page should be sent to Alice. Identified changes for the website included hyperlinking the subcommittee header to link to the subcommittee webpage.

Social

Kim mentioned that last year, the social was held at Trace and it seemed like a great location and would be good to do again. Kim also suggested reaching out to the King County Bar Association Young Lawyers Division about co-sponsorship. The WYLC then discussed sending targeted communications to certain groups to invite them to the social. Emily will be sending emails to the ABA Delegates and scholarship recipients. Kim will reach out to the Young Lawyer Liaisons to Sections and the Public Service and Leadership Award recipients. Kim will also work with WSBA to create another invitation once the details are finalized. Staff will send an eblast to all new and young lawyers in the area. Brian will reach out to the Tacoma Pierce County Bar Association and Colin will reach out to the Snohomish County organizations (Brian and Colin). Julianne will create an RSVP link and conduct research on venues, including Trace, Coterie, and Van Ness.

Adjournment

On motion by Jordan and seconded by Mike, the WYLC unanimously approved to adjourn the meeting at 2:14 p.m.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee Proposed Meeting Dates

October 1, 2019 – September 30, 2020 (FY 2020)

- Saturday, November 9, 2019 at WSBA Office in Seattle
- Saturday, January 11, 2020 at WSBA Office in Seattle
- Saturday, March 14, 2020 at Pierce County
- Saturday, May 9, 2020 at Bellingham
- Saturday, July 25 at Stevenson
- Saturday, September 12, 2019 at WSBA Office in Seattle

WASHINGTON STATE BAR ASSOCIATION

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

October 1, 2019 – September 30, 2020 (FY 2020)

| OCTOBER 2019 | | | |
|---------------|--|--------------------|----------------------------------|
| | <i>Celebrate Pro Bono Week (Oct. 20 – 26)</i> | | |
| | <i>ABA Midyear Meeting Delegate and Scholarship Applications Open</i> | | |
| 1 | FY2020 Begins | | |
| NOVEMBER 2019 | | | |
| 9 | WYLC Meeting | 10:00 am – 2:30 pm | WSBA Conference Rooms – Seattle |
| 22 - 23 | BOG Meeting | | WSBA Conference Center – Seattle |
| DECEMBER 2019 | | | |
| | <i>Identify and select chair-elect for FY20</i> | | |
| | <i>ABA Affiliate Quarterly Reports due</i> | | |
| | <i>Select ABA Midyear Delegate and Scholarship Award Recipients</i> | | |
| JANUARY 2020 | | | |
| | <i>Celebrate mentorship month</i> | | |
| | <i>Committee application cycle opens</i> | | |
| | <i>ABA Annual Meeting Delegate and Scholarship Applications Open</i> | | |
| | <i>Public Service and Leadership Award Applications Open</i> | | |
| 11 | WYLC Meeting | 10:00 am – 2:30 pm | WSBA Conference Rooms – Seattle |
| 16-17 | BOG Meeting | | WSBA Conference Center – Seattle |
| FEBRUARY 2020 | | | |
| | <i>2020 committee application cycle closes</i> | | |
| | <i>Identify FY21 goals and projects for WYLC</i> | | |
| | MentorLink Mixer | TBD | TBD |
| 6 | Open Sections Night | 5:00 – 7:00 pm | TBD |
| 12-17 | ABA Midyear Meeting | | Austin, Texas |
| MARCH 2020 | | | |
| | <i>Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff</i> | | |
| | <i>Select new WYLC members</i> | | |
| | <i>ABA Affiliate Quarterly Reports Due</i> | | |
| 14 | WYLC Meeting | 10:00 am – 2:30 pm | TBD, Pierce County |
| 19-20 | BOG Meeting | | Hotel RL, Olympia |
| APRIL 2020 | | | |
| | MentorLink Mixer | TBD | TBD |
| 17-18 | BOG Meeting | | WSBA Conference Center – Seattle |
| MAY 2020 | | | |
| 9 | WYLC Meeting | 10:00 am – 2:30 pm | TBD, Northwest Region |
| 9 | WYLC Social | TBD | TBD, Northwest Region |
| 14-15 | BOG Meeting | | Bellwether Hotel, Bellingham |
| JUNE 2020 | | | |
| | <i>New Committee appointments are made.</i> | | |
| | <i>Annual Committee Reports Due</i> | | |
| | <i>Select Public Service Leadership Award Recipients</i> | | |
| | <i>Select ABA Annual Meeting Delegate and Scholarship Award Recipients</i> | | |
| JULY 2020 | | | |
| 23 | BOG Retreat | | Skamania Lodge, Stevenson |
| 24-25 | BOG Meeting | | Skamania Lodge, Stevenson |
| 24 | WYLC dinner with the BOG | | |
| 25 | WYLC Meeting | 10:00 am – 2:30 pm | TBD, Stevenson |
| 29 – Aug. 4 | ABA Annual Meeting | | Chicago, IL |
| AUGUST 2020 | | | |
| | Financial Focus CLE | TBD | WSBA Conference Rooms – Seattle |
| 1-4 | ABA Annual Meeting | | Chicago, IL |
| 28-29 | BOG Meeting | | Davenport, Spokane |

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY 2020)

| SEPTEMBER 2020 | | | |
|----------------|--|--------------------|----------------------------------|
| | <i>Identify FY2021 Subcommittee Chairs</i> | | |
| | MentorLink Mixer | TBD | TBD |
| 12 | WYLC Meeting | 10:00 am – 2:30 pm | WSBA – Seattle |
| 12 | WYLC Social | TBD | TBD, Seattle |
| 17-18 | BOG Meeting | | WSBA Conference Center – Seattle |
| 30 | FY2020 Ends | | |

DRAFT

WSBA COMMITTEE/BOARD ANNUAL REPORT FY 19: October 2018 – September 2019

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| <p>Washington Young Lawyers Committee</p> <p>Chair: Kim Sandher</p> <p>Staff Liaison: Julianne Unite, Ana LaNasa-Selvidge</p> <p>BOG Liaison: Russell Knight</p> | <p>Size of Committee: 18</p> <p>Direct expenses: <i>to come</i></p> <p>Indirect expenses: <i>to come</i></p> <p>Number of FY20 Applicants: 13</p> |
|---|---|

Background & Purpose:

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.

Per Section XII.A of the WSBA Bylaws, the WYLC’s purpose is to encourage the interest and participation of:

- 1) new and young lawyers and law students in the activities of the WSBA;
- 2) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; and upholding and supporting the Guiding Principles of the WSBA.

Strategy to Fulfill Purpose:

This year’s focus on fulfilling the WYLC’s purpose involves seven key areas:

1. Outreach and communication;
2. Debt;
3. Public Service and Leadership;
4. Rural Placement Pilot Project;
5. Northwest Regional Summit;
6. ABA YLD Representation; and
7. PREP

The accomplishments and FY19 goals outlined in this document reflect how the work of the WYLC addresses these priorities and fulfills the purpose of the WYLC. These priorities are focused on the four key areas identified in the November 2014 new lawyer survey and July 25, 2015 Generative Discussion of the BOG with the WYLC for key issues facing new and young lawyers: Employment, Debt, Community, and Leadership.

Each member of the WYLC is required to join a subcommittee focused on the above focus areas and are tasked with recruiting members outside the WYLC to help accomplish the goals of each.

2018-2019 Accomplishments and Work in Progress:

Outreach and Communication

1. The WYLC's goal this year was to connect new/young lawyers with WSBA programs, services and activities (for example, the Job Seeking Assistance Program). We updated the WSBA website to better reflect what the WYLC does and restructured the quarterly contact emails in an effort to make them easier to read.
2. The WYLC has had networking events after our in person meetings and has encouraged all WYLC members to check in on social media, post pictures, and liked and shared these posts. We have also been using our Facebook page, which we now have access to, for this purpose. The last meeting in Snohomish County partnered with the local tribal court and bar association and regional representatives to be more inclusive of those outside the Seattle area. We will be doing something similar in Richland, WA this July.
3. Attended WSBA events hosted around the state, including Open Sections Night, WSBA Diversity Community Networking Events, and MentorLink Mixers.
4. The WYLC is currently still working on finding the best way to get new admittees information about these events. One thing we are working on doing is getting in touch with law schools in Spring and possibly at graduation so law students are aware of the resources available to them once they pass the bar.
5. 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.
6. Will be working on sponsoring an event at the end of the bar year to highlight and celebrate award recipients, scholarship recipients, and young lawyer liaisons. This may be in collaboration with local bar associations.

Debt

1. WYLC continues to advocate and promote the financial planning resources WSBA currently provides.
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 to manage their student loan debt.

Public Service and Leadership

1. 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.

Rural Placement Pilot Project

1. This project is in the development phase, but it has been put on hold for this fiscal year because the uncertainty of WSBA’s future structure is currently unknown. If it is eventually launched, WYLC will work with staff to connect regional representatives with fellows, help identify counties to participate in the pilot, and provide support for the program.

Northwest Regional Summit

1. WYLC is working on co-hosting a summit in partnership with the Oregon New Lawyers Division. The focus is on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals in rural communities.
2. The WYLC plans to apply for an ABA Regional Summit Subgrant for this.

ABA YLD Representation

1. The WYLC worked this year with the ABA YLD District Representative (DR) to select delegates for the ABA YLD Assembly at the ABA midyear and annual meetings to create a stronger connection between the ABA YLD and WYLC so that information is reported back to our meetings.
2. We put a process in place for selecting delegates who are going to be voting on behalf of the WA state young/new lawyers.
3. The WYLC is also administering subsidy scholarships 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.

Preadmission Education Program (PREP)

1. WYLC is working with staff to support the preadmission education program and working with local and minority bar association to host live PREP Programs.

2019-2020 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 2020. The WYLC will focus on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals and access to justice 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—depending on the Bar Structures Workgroup and the Courts decision, 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.
7. Investigate opportunities to help new and young lawyers with debt relief and financial planning. Begin implementation of at least one program and present it to the ABA YLD.

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 February 2019. Also at that training, WSBA staff presented the results from the Race Equity Impact Analysis Tool and WYLC demographic trends over the years.
2. Dana Barnett facilitated discussion about working with the MBA’s at our December meeting.
3. We have made a lot of progress in selecting new committee members next year that is diverse in gender, location, background, nationality.

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. A major theme this year has been on increasing communication between members of the community as a whole. We've focused on social media and closer interaction with the BOG.

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 these topic areas.

Please report how this committee/board is addressing the needs of the public:

1) How is the public impacted by your work? 2) Has the committee/board sought input from the public, and/or communicated its work to the public? 3) Other?

1. Public has interest in having competent representation. As new and young lawyers come in, this committee helps those lawyers navigate through difficult issues.
2. We have a subcommittee dedicated to access to justice.
3. We have been using our Facebook page to interact with the public and make young lawyers more accessible to young lawyers.
4. Committee continues to explore ways to include community involvement either by attending meetings or inviting them to come to events.
5. WYLC encourages all new and young lawyers to participate in public service.

FY19 Demographics:

- Gender (Female: Male: Not Listed): 8:9:0 (1 did not answer)

- Number of members self-identified with a racial/ethnic under-represented group: 3 (2 did not answer)
- Number of members self-identified as having a disability: 0 (0 did not answer)
- Number of members self-identified as LGBT: 0 (1 did not answer)

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee 2018 – 2019 Liaisons and Subcommittees

Meetings listed below are telephone conference calls led by the respective subcommittee chair. Participants will be members of the subcommittee, relevant WSBA staff, and other relevant participant(s).

LIAISONS

| | | |
|---|---------------------------------------|--|
| BOG Meeting Attendance | | |
| Ensure WYLC member attendance at every BOG meeting | | |
| TBD | Liaison | |
| ABA District Representative/Meeting Attendance | | |
| Ensure attendance at ABA Meetings. Duties include: | | |
| <ul style="list-style-type: none"> • NW Sidebar article submitted within 30 days of the ABA meeting; • Report back on the ABA meeting at next WYLC meeting; • Provide ABA YLD resources and content to be shared in WYLC Quarterly Contacts; • Keep ABA apprised of work of WYLC; • Notify WYLC of any programs, awards, initiatives, etc. WYLC may want to participate in • Work with ABA YLD Credentials Board to provide delegates | | |
| Emily Ann Albrecht | ABA District Representative 2018-2020 | |

SUBCOMMITTEES

DEBT

| | | |
|---|--------|--|
| Debt and New Lawyer Benefits Subcommittee | | |
| <ul style="list-style-type: none"> • Be part of WSBA’s Practice Management Discount Guides Review Team. • Develop financial planning CLE with WSBA CLE team – this involves recruiting speakers, researching, and picking a topic relevant to young lawyers. • Work with WSBA staff to support Preadmission Education Program (PREP). • Propose, develop, and outline debt solutions and/or new lawyer benefits for young and new lawyers. • Reach out to and engage with new and young lawyers to ascertain relevant issues for the subcommittee. | | |
| Brian Neuharth | Chair | WSBA Staff Devorah Signer Hill – Seminar Lead Destinee Evers – PMA Adviser |
| Chelsie Elliott | Member | |
| Kaelen Brodie | Member | |
| Timeline and Goals: (may meet more frequently May-August due to Financial Focus CLE) | | |
| <ul style="list-style-type: none"> • August: <ul style="list-style-type: none"> ○ Financial Focus CLE | | |

Meeting Dates and Times:

- Thursday, November 1 at 1:30pm (cancelled)
- Thursday, January 3 at 1:30pm
- Thursday, March 7 at 1:30pm
- Thursday, May 2 at 1:30pm
- Friday, July 12 at 1:30pm
- Thursday, September 5 at 1:30pm

COMMUNITY

Outreach and Communications Subcommittee

- Develop in-person outreach/communications/events in partnership with WYLC regional representatives and local bar association young lawyer divisions with focus on social and career networking.
- Create a stronger social media presence by liking, posting, checking in, and sharing relevant content and WSBA posts with their new and young lawyer social networks through personal social media accounts and WYLC Facebook page.
- Determine the best way of distributing a calendar of regional new lawyer events for the year to new admittees, and new and young lawyers.
- Work with staff, local, and minority bar associations to host live PREP programs.
- Reach out to and engage with new and young lawyers to ascertain relevant issues for the subcommittee.
- Notify and encourage new/young lawyers to apply for WYLC positions.

| | | |
|----------------|--------|---|
| Colin McMahon | Chair | WSBA Staff Sue Strachan, Legal Community Outreach Specialist Connor Smith, Communications Coordinator |
| Maha Jafarey | Member | |
| Alice Bagirova | Member | |
| Laura King | Member | |

Timeline and Goals:

Meeting Dates and Times:

- Thursday, November 15 at 3pm (cancelled)
- Thursday, January 17 at 3pm
- Thursday, March 21 at 3pm
- Thursday, May 16 at 3pm
- Thursday, September 19 at 3pm

AWARDS

Awards Subcommittee

- Administer the Public Service & Leadership Award (PSLA) and select four new or young lawyer recipients.
- Write NWSidebar blog posts and/or NWLawyer article about PSLA awardees.
- Coordinate awards for outgoing WYLC members

| | | |
|--------------------|--------|--|
| Emily Ann Albrecht | Chair | |
| Ian McCurdy | Member | |
| Molly Winston | Member | |

Timeline and Goals: (could schedule to meet monthly as awards/programs are ongoing throughout the year)

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|---|
| <ul style="list-style-type: none"> • December: <ul style="list-style-type: none"> ○ Update PSLA award; ○ WYLC Chair-elect recruitment – do we recruit for this outside the WYLC? Isn't this something we should announce at our WYLC Meetings? • January: <ul style="list-style-type: none"> ○ PLSA Award kickoff ○ Recruit, promote applications • May: <ul style="list-style-type: none"> ○ PLSA award deadline early May; decision by end of month ○ Deadline to write blog posts and/or articles about PLSA • August: <ul style="list-style-type: none"> ○ Coordinate awards for outgoing WYLC members |
| <p>Meeting Dates and Times:</p> <ul style="list-style-type: none"> • Friday, November 30 at 1pm • Friday, February 1 at 1pm (cancelled) • Friday, May 17 at 1pm (cancelled) • Friday, June 14 at 1pm • Friday, August 2 at 1pm |

EMPLOYMENT

| | | |
|---|--------|--|
| <p>Rural Recruitment and Retention Subcommittee Educate the Bar, Law Schools and Membership on the rural retention challenge and the opportunities to successfully build a rural practice.</p> <ul style="list-style-type: none"> • Explore co-hosting the “Northwest Regional Summit” in partnership with the Oregon New Lawyers Division in 2019. • Explore developing an RFP for the Access to Justice Conference workshop that will focus on the changing landscape of membership practicing in rural communities and address concerns of legal professionals in rural communities. • Work with staff on the “Rural Placement Pilot Project” to connect WYLC regional representatives to fellows. • Help identify counties and other potential participants such as law schools, local bar associations, etc. to participate in pilot, and provide additional support for this pilot program. | | |
| Jordan Couch | Chair | |
| Alixanne Pinkerton | Member | |
| Brian Neuharth (alternate) | Member | |
| Maha Jafarey (alternate) | Member | |
| <p>Timeline and Goals: (do we know any deadlines for the summit with OR?)</p> | | |
| <p>Meeting Dates and Times:</p> <ul style="list-style-type: none"> • Thursday, November 1 at 11am • Monday, January 14 at 11am • Tuesday, March 5 at 11am • Tuesday, May 28 at 11am • Tuesday July 16 at 11am (cancelled) | | |

- Tuesday, September 10 at 11am

BYLAWS

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|---|--------|
| Bylaws and Governance Subcommittee | |
| This subcommittee will be doing work preparing proposed Bylaws changes affecting the young lawyer definition as well as the young lawyer BOG position. The subcommittee plans on interfacing more closely with the BOG and the state Supreme Court and analyzing how pending litigation and the Janus decision affect WSBA governance. | |
| Mike Mocerì | Chair |
| Nathan Beard | Member |
| Zach Davison | Member |
| Timeline and Goals: | |
| Meeting Dates and Times: <ul style="list-style-type: none"> • Friday, November 2 at 9am • Friday, December 7 at 9am • Friday, January 4 at 9am • Friday, February 1 at 9am • Friday, March 1 at 9am • Friday, April 5 at 9am • Friday, May 3 at 9am • Friday, June 7 at 9am • Friday, July 5 at 9am • Friday, August 2 at 9am • Friday, September 6 at 9am | |

ABA

| | |
|--|--------|
| ABA Subcommittee | |
| <ul style="list-style-type: none"> • Administer ABA YLD Meeting Scholarship for midyear (one \$250 award) and annual meetings (two \$225 awards). • Administer notifying, recruiting, picking young/new lawyers to be delegates to midyear and annual assembly to represent the young/new lawyer voice of WA • Notify, recruit new and young lawyers to apply for scholarship. Set application deadlines. • Evaluate the scholarship applications and pick scholars • Work with ABA liaison, staff and leadership | |
| Ben Hodges | Chair |
| Cat Holm | Member |
| Timeline and Goals: <ul style="list-style-type: none"> • September/October 2018: <ul style="list-style-type: none"> ○ ABA Scholarship for Midyear Kickoff. ○ Recruit for applications for scholarships ○ Recruit delegates ○ Send out emails, use social media, word of mouth, etc. • November: <ul style="list-style-type: none"> ○ ABA Scholarship for Midyear deadline mid-November; decision by end of month ○ Pick 5 delegates to represent WA | |

- February:
 - ABA Scholarship for Annual meeting kickoff
- June:
 - Deadline for ABA scholarship early June; decision by end of month
- September/October 2019:
 - ABA Scholarship for Midyear Kickoff

Meeting Dates and Times:

- Thursday, December 13 at 11:30am
- Thursday, June 13 at 10am
- Monday, Jun 24 at 9am

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) and Staff Liaison 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.

Subcommittee Topic: Debt and New Benefits

Subcommittee Chair: Brian Neuharth

Members:

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

1. Moderated the Financial Focus Series webcast
2. Drafted proposed debt survey questions
3. Spoke to Dan Crystals about wellness program

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

1. Review proposed survey questions
- 2.
- 3.

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

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) and Staff Liaison 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.

Subcommittee Topic: Outreach

Subcommittee Chair: Colin McMahon

Members: Alice Bagirova, Maha Jafarey, Laura King

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

1. Worked with Julianne to plan the end-of-year social to follow the September meeting in Seattle.
2. Reached out to the Snohomish County Superior Court regarding the local swearing in ceremony in October.
- 3.

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

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

This will be my final meeting and, unfortunately, I won't be able to attend. I want to thank everyone on the committee and an extra thank you to the staff liaisons and members of WSBA staff for their immense support with so many things we've accomplished. Best wishes to everyone moving forward, don't be a stranger.

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) and Staff Liaison 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.

Subcommittee Topic: RRR/ATJ

Subcommittee Chair:Jordan Couch

Members: Alix Pinkerton, Brian Neuharth

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

- 1.Communicated with OYLD about location for summit
- 2.
- 3.

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

- 1.None at this time
- 2.
- 3.

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

At next agenda we will likely need to discuss final planning on location and timing. And set timeline for submitting proposal to ABA

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Subcommittee Chair Roles and Responsibilities

Volunteer leaders are vital to the efficient and effective work produced by the Washington Young Lawyers Committee. Your contributions of time and expertise to subcommittee membership are one of our most important and valued resources.

WYLC Focus Areas: *The Washington Young Lawyers Committee 1) supports new/young lawyers as they transition into practice; 2) connects new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and 3) serves as a resource for new/young lawyers through outreach and leadership.*

Subcommittee Chair Expectations

We expect subcommittee chairs to be familiar with:

- WSBA's mission, goals, and strategic priorities,
- WSBA's current committee policies,
- WYLC's annual report, and
- understanding the wealth of programs and products that are offered by WSBA to serve our new/young lawyer members.

What are you responsible for?

Subcommittee chairs are responsible for:

- scheduling subcommittee meetings,
- developing subcommittee meeting agendas,
- following Open Public Meetings Act requirements, including providing WSBA staff with subcommittee meeting agendas and materials at least 3 business days prior to the scheduled meeting,
- preparing items for subcommittee,
- taking subcommittee meeting minutes and sending to WSBA staff for record keeping,
- conducting effective and efficient meetings,
- delegating responsibilities,
- handling administrative responsibilities,
- present subcommittee reports at the WYLC meetings, and
- actively participating in the work of the subcommittee by volunteering to take assignments.

If you are scheduling a meeting, please make sure to include your staff liaison so that the conference call line is appropriately requested and scheduled.

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) 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 outreach and leadership.*

Member: Alixanne Pinkerton

Region Represented: South Central

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

1. Attended summer BBQ for Yakima County Attorneys.
2. Meet with one new Yakima County Attorney.

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

1. Possible social/networking event for WYLC in Klickitat County.
2. Gonzaga Alumni Networking events beyond Spokane.
3. Building off the Gonzaga Alumni Events- connecting to other law school alumni groups about upcoming visits to the area.

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

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 outreach and leadership.

Member: Brian Neuharth

Region Represented: Pierce County

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

1. Moderated the Financial Focus Series webcast
2. Drafted proposed debt survey questions
3. Advised public service workers on PSLF program

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

1. Tacoma Pro Bono Night; October 23rd. Mayor of Tacoma will speak. Purpose is to recognize volunteer activities.
2. October 1st, Fall Swearing-in Ceremony at Tacoma Federal Courthouse @ 4 PM. New & Young Lawyers Section meeting (Pierce County) after Swearing in ceremony.
3. October 17th; new mentor "speed dating" event in Tacoma @ 3 PM. Blitz meetings with potential mentors.

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

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 outreach and leadership.

Member: Catherine Holm

Region Represented: Greater Olympia Region

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

1. Working with Thurston County Bar Association and WYLC on sponsoring Thurston County's swearing in ceremony at the beginning of October
2. Attend Thurston County Young Lawyer's Division Monthly lunch – meeting new young lawyers, encouraging them to participate in WYLC
3. Contacted and met with Lewis County's Bar president to see how we can work with each other on getting young lawyers more involved.

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

1. Thurston County's Swearing in Ceremony – Oct. 3 at 4:00 PM at Thurston County's Superior Court – WYLC is already sponsoring woohoo!
2. Thurston County does a day of giving each year. This year it's at the end of September. Maybe next year we can see if we can get involved?
3. N/A

3. **Any additional items to report or future agenda items:**
None

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) 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. Networking coffee/lunch with new attorneys.
3. Discussion and outreach with new attorneys in the area at CCVLP sessions.

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

1. CCBA "Senior" Lawyers vs. Young Lawyers Softball Game; September 15, 2019; 1:00 pm; Prairie Fields
2. Lawyer Talk; September 26, 2019, 5:00 pm; Downtown Vancouver Public Library
3. Family Law Legal Clinic; October 1, 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 Subcommittee Report

DUE: 2 weeks prior to committee meeting

Please submit report electronically to the WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and Staff Liaison 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.

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. drafted article about award recipients;
2. submitted article for publication in NWLawyer;
3. reviewed and approved final draft for publication in October 2019 NWLawyer.

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

1. N/A

2.

3.

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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WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and
Julianne Unite (julianneu@wsba.org).

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Member: Emily Ann Albrecht
Region Represented: At-Large/District Representative

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

1. drafted article about PSLA award recipients for publication in NW Lawyer;
2. began my second year as District Representative for WA/OR; and
3. worked with ABA YLD Affiliates to prepare Q1 Update Report for ABA YLD Fall Conference next month

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

1. the ABA YLD Fall Conference will take place on October 3-5, 2019 in New Orleans and I encourage you all to attend;
2. looking ahead, ABA Midyear will take place February 12-17, 2020 in Austin; and
3. we are in need of delegates for YLD Assembly at Midyear

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

We need to work on our process for finding delegates to attend YLD Assembly at mid-year and Annual meetings.

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Member: Ian McCurdy

Region Represented: NW Region

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

1. Organized swearing in ceremony for a new attorney w/ local judge.
2. Had Lunch with a recently sworn in attorney.
3. Organizing larger Whatcom County YLC and WWL-Whatcom happy hour

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

1. September 27, 2019 Swearing-in Ceremony and joint happy hour
- 2.
- 3.

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

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Member: Maha Jafarey

Region Represented: None.

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

1. Spoke to the Business Law Section Chair about possible collaboration opportunities.
2. Mentoring two new attorneys in Seattle.
3. Attended networking events and summer socials at law firms.

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

1. <https://wayfindlegal.org/nonprofit-law-institute-2018/>
2. <https://wayfindlegal.org/event/day-of-caring-free-legal-clinic/>
3. Participation in Fall Pro Bono Fairs 2019?

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

- 1.** Training for attorneys to serve on nonprofit boards?