

# WASHINGTON STATE BAR ASSOCIATION

## Small Town and Rural Committee Meeting

Tuesday, October 26, 2021 | 3:00 – 5:00 p.m.

**Virtual only via Zoom**

<https://wsba.zoom.us/j/88686810195?pwd=d1cvUHAYRkVOaXB0UXM5NFBVRk1SZz09>

Zoom Conference Call Line Toll-Free Option: (888) 788-0099

Meeting ID: 886 8681 0195 || Passcode: 212417

## AGENDA

3:00 p.m.	Welcome & Introductions	Gov. Hunter Abell, Chair
3:30 p.m.	Getting to Know the WSBA	Kevin Plachy, Director of Advancement; Julianne Unite, Member Services and Engagement Manager/Staff liaison; Chelle Gegax, Member Services and Engagement Administrative Assistant
4:00 p.m.	Rural Practice Project	Hunter Abell Kevin Plachy
4:15 p.m.	STAR Committee Roles and Responsibilities (Comments/Feedback)	Hunter Abell Julianne Unite
4:30 p.m.	Discussion	Hunter Abell/All
5:00 p.m.	Adjourn	All

*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.*

## 2021-2022 STAR Committee Draft Meeting Schedule

October 26, 2021	Meeting: 3:00 – 5:00 p.m.	Virtual
November 18, 2021	Meeting: 1:00 – 3:00 p.m.	Virtual
January 20, 2022	Meeting: 1:00 – 3:00 p.m.	Virtual
February 17, 2022	Meeting: 1:00 – 3:00 p.m.	Virtual
March 17, 2022	Meeting: 1:00 – 3:00 p.m.	Virtual
April 21, 2022	Meeting: 1:00 – 3:00 p.m.	Virtual
May 19, 2022	Meeting: 1:00 – 3:00 p.m.	Virtual
June 16, 2022	Meeting: 1:00 – 3:00 p.m.	Virtual
July 21, 2022	Meeting: 1:00 – 3:00 p.m.	Virtual
August 18, 2022	Meeting: 1:00 – 3:00 p.m.	Virtual
September 15, 2022	Meeting: 1:00 – 3:00 p.m.	Virtual

# WASHINGTON STATE BAR ASSOCIATION

## Small Town and Rural Committee Charter

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

### ***Purpose***

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

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

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

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

### ***Definition of "Rural"***

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

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

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

### **Composition**

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

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

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

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

### **Terms**

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

### **Initial Committee Terms**

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

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

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

- Chair
- 1 Active WSBA Young Lawyer Member

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

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

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

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

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

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

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

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

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

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

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

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

### ***Committee Evaluation***



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

# WASHINGTON STATE BAR ASSOCIATION

## Small Town and Rural Committee 2021-2022 Roster

<p><b>Hunter Abell, Chair</b> Bar # 37223 <a href="mailto:hbell@williamskastner.com">hbell@williamskastner.com</a>   206-628-6600 Williams Kastner 601 Union St. Ste 4100 Seattle, WA 98101 Term: 10/1/2021 – 9/30/2022</p>	<p><b>P.J. Grabicki, Board of Governors Member</b> Bar # 5467 <a href="mailto:pjg@randalldanskin.com">pjg@randalldanskin.com</a>   509-747-2052 Randall   Danskin PS 601 W Riverside Ave Ste 1500 Spokane, WA 99201 Term: 10/1/2021 – 9/30/2024</p>
<p><b>Sunitha Anjilvel, Board of Governors Member</b> Bar # 40659 <a href="mailto:sunitha@amlawseattle.com">sunitha@amlawseattle.com</a>   206-922-2826 Anjilvel Law Group 7345 164<sup>th</sup> Ave NE Ste 145-419 Redmond, WA 98052 Term: 10/1/2021 – 9/30/2024</p>	<p><b>Rusty McGuire, Rural Member</b> Bar # 18808 <a href="mailto:rmcguire@mdkjlaw.com">rmcguire@mdkjlaw.com</a>   509-725-4100 McGuire, DeWulf, Kragt &amp; Johnson PO Box 1187 Davenport, WA 99122 Term: 10/1/2021 – 9/30/2024</p>
<p><b>Kathryn Burke, Rural Member</b> Bar # 44426 <a href="mailto:kiburke@co.ferry.wa.us">kiburke@co.ferry.wa.us</a>   509-775-5225 ext. 2506 Ferry County Prosecutor's Office 350 E Delaware Ave Stop 11 Republic, WA 99166 Term: 10/1/2021 – 9/30/2022</p>	<p><b>Sarah Cuellar, Rural Member</b> Bar # 46591 <a href="mailto:sncuellar@gmail.com">sncuellar@gmail.com</a>   509-207-9162 Law Office of Sarah N. Cuellar, PLLC PO Box 904 Republic, WA 99166 Term: 10/1/2021 – 9/30/2023</p>
<p><b>Elizabeth Penoyar, Rural Member</b> Bar # 6406 <a href="mailto:penoyar001@comcast.net">penoyar001@comcast.net</a>   360-875-5321 PO Box 425 South Bend, WA 98586 Term: 10/1/2021 – 9/30/2024</p>	<p><b>Zachary Bryant, Young Lawyer Member</b> Bar # 50423 <a href="mailto:zhb@mainstaylaw.com">zhb@mainstaylaw.com</a>   206-466-8506 Mainstay Law, LLC 336 36th St #706 Bellingham, WA 98225 Term: 10/1/2021 – 9/30/2024</p>
<p><b>Merf Ehman, Qualified Legal Service Provider Member</b> Bar # 29231 <a href="mailto:merf.ehman@columbialegal.org">merf.ehman@columbialegal.org</a>   206-464-5936 Columbia Legal Services 101 Yesler Way Ste 300 Seattle, WA 98104 Term: 10/1/2021 – 9/30/2024</p>	<p><b>Allison Foreman, At-large Member</b> Bar # 41967 <a href="mailto:allison@fhbzlaw.com">allison@fhbzlaw.com</a>   509-662-9602 ext. 115 Foreman Hotchkiss Bauscher &amp; Zimmerman PLLC 124 N Wenatchee Ave Wenatchee, WA 98801 Term: 10/1/2021-9/30/2023</p>

<b>Laurie Powers, Gonzaga Law School Member</b> Bar # 20809 <a href="mailto:powersl2@gonzaga.edu">powersl2@gonzaga.edu</a>   509-313-6122 Gonzaga University School of Law 721 N Cincinnati St Ste 142 Spokane, WA 99202 Term: 10/1/2021 – 9/30/2022	<b>Cindy Yeung (pending formal appointment by BOG), Seattle University Law School Member</b> Bar # 35739 <a href="mailto:yeungcy@seattleu.edu">yeungcy@seattleu.edu</a>   206-398-4455 Seattle University School of Law 901 12th Ave Seattle, WA 98122 Term: TBD
<b>Vacant, University of Washington Law School Member</b> Term: TBD	<b>TBD, BOG Liaison</b> Term: 10/1/2021 – 9/30/2022

<b>Julianne Unite, Staff Liaison</b> <a href="mailto:julianneu@wsba.org">julianneu@wsba.org</a>   206-727-8258 Washington State Bar Association Advancement Department 1325 4 <sup>th</sup> Ave, Ste. 600 Seattle, WA 98101	<b>Chelle Gegax, Staff support</b> <a href="mailto:chelleg@wsba.org">chelleg@wsba.org</a>   206-733-5921 Washington State Bar Association Advancement Department 1325 4 <sup>th</sup> Ave, Ste. 600 Seattle, WA 98101
<b>STAR Committee List Serve</b>	<a href="#">TBD</a>

#### 2021-2022 STAR Committee DRAFT Meeting Schedule

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**SMALL TOWN AND RURAL COMMITTEE  
ORIENTATION  
2021 - 2022  
OCTOBER 26, 2021**

# AGENDA

- Welcome and Introductions
- Getting to Know WSBA
- Rural Practice Project
- STAR Committee Roles and Responsibilities
- Discussion





# WELCOME & INTRODUCTIONS



# GETTING TO KNOW THE WASHINGTON STATE BAR ASSOCIATION

# WHAT IS THE WASHINGTON STATE BAR ASSOCIATION (WSBA)?

- [A Volunteer's Introduction to the Washington State Bar Association Video](#)
- A part of the judicial branch and authorized by the Washington Supreme Court
- Governed by [WSBA Bylaws](#) (last amended April 2021)
- Serves two roles:
  1. Regulatory agency
    - Administers bar admission process
    - Record-keeping and licensing
    - Administers the professional discipline system
  2. Professional Association
    - Provides CLE's for attorneys
    - Provides educational and member-services and opportunities
- Work of the Bar is accomplished by the Board of Governors (BOG), Officers, and Bar staff
  - BOG may delegate work to committees, sections, or other bar entities



# THE WASHINGTON STATE BAR ASSOCIATION IS...

**34,631** Active WSBA Members (Lawyers, LLLTs, LPOs)



**1,000+**

Members of standing committees, councils, boards, panels, task forces, & section leaders

**15,671**

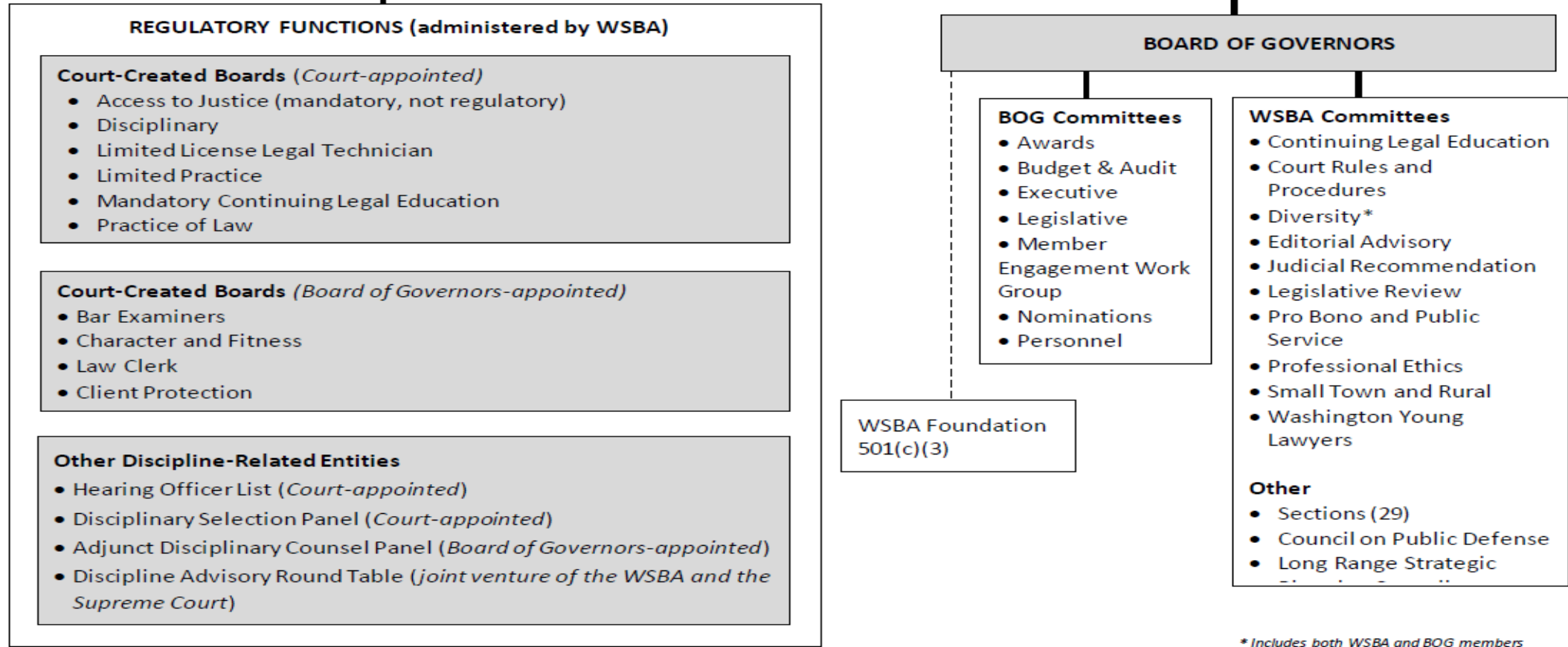
Section Memberships (approx. 10,000 members)

**6,956**

New & Young Lawyers

*As of October 1, 2021*

# WASHINGTON SUPREME COURT



## Entity Chart

WSBA operates under the delegated authority of the Washington Supreme Court to license the state's nearly 40,000 legal professionals

# BOARD OF GOVERNORS (BOG)

The Board of Governors is the WSBA's governing body directed by the Washington Supreme Court to determine the general policies of the Bar and approve its budget annually. The Board consists of the president, president-elect, immediate past president, members elected from each of the state's congressional districts and three at-large members.

## [BOG Meeting Schedule](#)

### **BOG OFFICERS**

- President: Hon. Brian Tollefson
- President-Elect: Daniel D. Clark
- Past President: Kyle Sciuchetti
- Treasurer: Bryn Peterson

### **BOG AT-LARGE MEMBERS:**

- Hunter M. Abell (2019-2022)
- Alec Stephens (2021-2023)
- Jordan Couch (2021-2024)

# BOG REGIONAL MEMBERS

- Governor District 1: Sunitha Anjilvel (2021-2024)
- Governor District 2: Carla J. Higginson (2018-2022)
- Governor District 3: Lauren Boyd (2020-2023)
- Governor District 4: TBD
- Governor District 5: Francis Adewale (2021-2024)
- Governor District 6: Brett A. Purtzer (2020-2023)
- Governor District 7 North: Matthew Dresden (2020-2023)
- Governor District 7 South: Serena Sayani (2021-2024)
- Governor District 8: Brent Williams-Ruth (2020-2023)
- Governor District 9: Bryn Peterson (2019-2022)
- Governor District 10: Thomas A. McBride (2019-2022)

# WSBA ESSENTIALS AND RESOURCES

- [WSBA Bylaws](#)
- General Rule 12
  - [Regulatory Objectives](#)
  - [Purposes, Authorized Activities, Prohibited Activities](#)
  - [Administration of Supreme Court-Appointed Boards and Committees](#)
- [WSBA Values](#) (Jan. 2016)
- [WSBA Diversity and Inclusion Plan](#) (May 2013)
- [WSBA Functional Organizational Chart](#) (Oct. 2019)
- [COVID-19 Vaccination Information for Volunteers](#) (2021)

*All of the above and several other volunteer resources are located available on the [Volunteer Toolbox](#).*

# WSBA COMMITTEES INFORMATION GUIDELINES & POLICIES

- [WSBA Committees and Boards Policy](#) (Sep. 2020)
- [WSBA Chairs and Liaisons Roles and Responsibilities](#)
- [WSBA Committee and Board Annual Reports](#) (2019-2020)
- [Bar Records for Committees and Boards](#)
- [WSBA Fiscal Policies](#) (Jan. 2019)
- [Expense Report Form](#)(2020)
- Created and authorized by the BOG to study matters relating to the general purposes and business of the Bar that are continuous and recurring
- Committee members are appointed by the BOG
  - Appointments are for two-year terms, unless the BOG determines otherwise
  - WYLC members generally serve a three-year term
- President-elect annually selects the Chair or Vice Chair of each committee

# WSBA OPEN PUBLIC MEETINGS POLICY

## *WSBA Bylaws Article VII. Meetings*

- **WSBA Bylaws**, not Open Public Meetings Act; transparency for members and public.
- **“Meeting”** = any meeting of a Bar entity at which action is contemplated
- **“Action”** = transaction of official business “including but not limited to receipt of member information, deliberations, discussions, considerations, reviews, evaluations, and final “actions”
- **“Open and Public”** (unless Executive session) – in person, by videoconference or teleconference
- **Schedules & contact information** made reasonably available by the Bar
- **Minutes** – recorded and open to public inspection; except sub entities – only need if specifically delegated authority to take final action for the entity
- **No secret ballots** (generally)
- **Executive Session** (see Art. VII.B.7.c.) – can’t exclude Bar staff or BOG liaison

# WSBA PUBLIC RECORDS

- **General Rule 12.4**
  - Presumes public access
  - Applies to WSBA and its subgroups – including committees
- **Not Public Records Act or FOIA**
- **Public Records Officer and records request procedure – published on WSBA’s website**

**Bar Records:** “Bar record” means “any writing containing information relating to the conduct of any Bar function prepared, owned, used, or retained by the Bar regardless of physical form or characteristics. Bar records include only those records in the possession of the WSBA and its staff or stored under Bar ownership and control in facilities or servers.” GR 12.4(c)(2)

**“Writing”** means “handwriting, typewriting, printing, photostating, photographing, and every other means of recording any form of communication or representation in paper, digital or other format.”



## PUBLIC RECORDS CONT.

### Yes, it's a Bar record if:

1. It contains information relating to the conduct of any Bar function; **and**
2. It is prepared, owned, used, or retained by the Bar; **and**
3. It is in the possession of the WSBA and its staff or stored under Bar ownership and control in facilities or servers.

### No, it's not a Bar record if:

- It is a record prepared by a member of a committee who is not a WSBA employee, if that record is solely in that person's possession, not WSBA's; **or**
- It is a record that the Bar would have to create that is not currently in its possession at the time of a request.

# PUBLIC RECORDS EXEMPTIONS

- Not all “Bar records” are subject to disclosure.
- If an exemption applies WSBA generally will not produce the record in response to a request.
- Most frequent exemptions:
  - Records listed in GR 12.4 (also incorporates by reference exemptions and confidentiality provisions in, among others, the Rules of Professional Conduct (RPC), the Admission to Practice Rules (APR), various General Rules and the state Public Records Act)
  - Records that are made confidential by the Rules for Enforcement of Lawyer Conduct (ELC).

# PUBLIC RECORDS - EMAIL BEST PRACTICES

- Be mindful about what you email to WSBA
  - Do not mix “business” and “personal” content in a single email/email thread
  - Is email the appropriate medium for your communication?
- Beware of public disclosure requirements in your own work setting
- First (or only) WSBA staff person named in “to” line on multi-recipient email from outside WSBA is responsible for handling it within WSBA’s policies, and destroying it when eligible for destruction – not YLC member
- Retention period is determined by content, not by method of communication
- WSBA sender of email is responsible for correct handling – not Committee member



# RURAL PRACTICE PROJECT

# HISTORY

- **2017:** Original concept of incubator/rural mentorship program originated with the Washington Young Lawyers Committee (WYLC)
- **Summer 2019:** Governors and the President heard there was a shortage of rural practitioners during listening sessions across the state a couple of years ago
- **Nov. 2019:** At the Governors' request a Rural Practice Project (RPP) team was established to explore the issue and bring forth recommendations
  - The RPP team consisted of representatives from each Washington state law school, four Board of Governor members (or former members), at least two representatives from the (WYLC), and a interdepartmental team of WSBA staff members.
- **Nov. 2019-Aug. 2021:** The RPP team met regularly and conducted significant research and outreach.
- **Apr. 2021:** The Board of Governors established the Small Town and Rural (STAR) Committee to institutionalize the importance of rural practice and further study and implement initiatives identified by the RPP Team.

# RESEARCH AND STAKEHOLDER OUTREACH

- **Jan. 2020:** A written survey was sent to all rural practitioners throughout the state (141 were sent survey and 48 responded)
- **Jun. – Nov. 2020:** Followed up with phone calls to rural practitioners who responded to the survey and others who indicated willingness to share their experiences from June to Nov. 2020. We spoke with at least one rural practitioner in each rural county throughout the state.
- **Nov. 2020:** Conducted three brainstorming sessions including rural practitioners representatives from legal aid organizations throughout the state, the Attorney General's Office, prosecuting attorneys' offices, and tribal communities. 41 people participated in the brainstorming sessions.
- **Mar. 2021:** Conducted three additional feedback sessions to gather feedback on the prioritized solutions. 22 people participated in the feedback sessions.

# SURVEY AND RURAL OUTREACH CALL THEMES

- Most rural practitioners are either solo practitioners or work as prosecutors
- Most solo practitioners concur that a general practice is necessary but opportunities do exist
  - Even then there are gaps in practice areas (e.g. family law and immigration)
- Many practitioners acknowledged they are open to mentoring new attorneys and interns
- Generally, practitioners need help in recruiting attorneys in private and public practice.

# RECOMMENDATIONS

The RPP Team identified three prioritized solutions for the STAR Committee to explore in the short-term:

1. Community Education and Outreach
2. Pipeline/Placement Program
3. Job Opportunities and Clearinghouse





# STAR COMMITTEE ROLES AND RESPONSIBILITIES

# 2021-2022 STAR COMMITTEE MEMBERS

## Chair

- Hunter Abell (2021-2022)

## Board of Governors

- P.J. Grabicki (2021-2024)
- Sunitha Anjilvel (2021-2024)

**Board of Governors Liaison  
(non-voting):** *TBD* (2021-2022)

## STAR Committee Webpage:

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

**STAR Committee List Serve:** [star-committee@list.wsba.org](mailto:star-committee@list.wsba.org)

## Rural Members

- Kathryn Burke (2021-2022)
- Sarah Cuellar (2021-2023)
- Rusty McGuire (2021-2024)
- Elizabeth Penoyar (2021-2024)

## At-large Member

- Allison Foreman (2021-2023)

## Law School Members

- Gonzaga: Laurie Powers (2021-2022)
- Seattle University: Cindy Yeung (2021-2024)
- University of Washington: TBD (2021-2024)

## Staff Liaison

Julianne Unite

## Staff Support

Chelle Gegax

# STAR COMMITTEE MEETINGS

- [STAR Committee Charter](#) and [Volunteer Position Description](#)
- **Virtual meetings for FY22**
  - **Third Thursday day of every month from 1-3 p.m. (no meeting in December)**
    - October 26, 2021 (3-5 p.m.)
    - November 18, 2021
    - January 20, 2022
    - February 17, 2022
    - March 17, 2022
    - April 21, 2022
    - May 19, 2022
    - June 16, 2022
    - July 21, 2022
    - August 18, 2022
    - September 15, 2022
- **Attendance:** STAR Committee Chair and Staff Liaison should be notified of any anticipated absence prior to meeting to avoid an unexcused absence. Two unexcused absences in a given year could result in removal.
- **Expense Reimbursements (e.g. for travel, meals, etc.):** Must comply with WSBA fiscal policy and budget. Best practice tip—check with Julianne prior to incurring any expenses to confirm reimbursement eligibility.



# DISCUSSION

***THANK YOU FOR YOUR SERVICE!***

State	Committee?	Name	Entity/Organization	Summary	Alignment w/ STAR Committee Roles	Link
Alabama	No					
Alaska	No					
Arizona	No					
Arkansas	Yes	Rural Practice Incubators Project	University of Arkansas - Bowen School of Law	<p>The goal of the Rural Practice Incubator is to support Bowen alumni in launching viable small or solo practices in rural, underserved Arkansas communities. The 18-month program supports incubator attorneys with training, resources, mentoring, and guidance to assist them in building their professional careers as rural attorneys.</p> <p>The Rural Legal Incubator program helps new attorneys develop innovative, economically viable law practices that increase access to justice for low and moderate income rural Arkansans.</p>	Pipeline and Placement Program(s); Job Opportunitie	
California	Yes	Rural Access Committee	California Access to Justice Commission	<p>The Rural Access Committee (previously called the Rural Task Force) of the California Commission on Access to Justice is dedicated to improving the lives of rural Californians. The RAC does this by advocating for parity in funding for legal aid across the state, by issuing reports on the state of access to justice issues in rural California, and by raising the profile of rural attorney "deserts."</p> <p>Members of the task force recently advocated for earmarking a portion of \$20 million in one-time state funding for legal aid to be set aside for rural projects, and the legislature agreed, setting aside \$5 million for rural Californians, undocumented immigrants, and other under-served communities.</p>	Community Education and Outreach	<a href="https://ualr.edu/law/c">https://ualr.edu/law/c</a>
Colorado	Yes	(1) Rural/Virtual Practice Program  (2) Agricultural and Rural Law Section (defunct)	(1) Colorado Attorney Mentoring Program  (2) Colorado Bar Association	<p>(1) Recognizing the need to address the changing profession and striving to create innovative, new mentoring opportunities, this pilot program is a joint collaboration between the Colorado Supreme Court and the Colorado Bar Association. The goal of the Rural Virtual Practice Program is to match new lawyers in Denver with an established lawyer in a rural or mountain community in a mentoring, clerkship and/or co-counseling relationship.</p> <p>(2) The Agricultural and Rural Law Section concentrates on helping lawyers serve the agricultural interests and the legal needs of rural Colorado. This includes the people who live in rural areas that have the legal needs in their everyday lives.</p> <p>The section plans education programs; including CLEs, articles and publications. It enhances communication among general practitioners and specialists, reports on proposed legislation, and assists lawyers in practicing in rural areas of the state.</p>	Community Education and Outreach; Pipeline and Placement Program(s); Job Opportunities and Clearinghouse	<a href="https://www.calatj.or">https://www.calatj.or</a>
Connecticut	No					<a href="http://coloradomento">http://coloradomento</a>
Delaware	No					
District of Columbia	No					
Florida	No					
Georgia	No					
Hawaii	No					
Idaho	No					

Illinois	Yes	Rural Practice Fellowship Program	Illinois State Bar Association	<p>The Rural Practice Fellowship Program is designed to connect rural and small town law firms looking for law clerks and associates with law students and newer attorneys interested in practicing law in rural parts of Illinois.</p> <p><i>The Rural Practice Summer Fellows</i> program aims to connect law students with rural practitioners and to give them a taste of rural practice before they leave law school. The program includes a \$5000 fellowship grant and mentoring.</p> <p><i>The Rural Practice Associate Fellows</i> program aims to place graduating law students and new attorneys as permanent associates with rural practitioners. The program includes a \$5,000 stipend at the beginning of employment, and an additional \$5,000 stipend if the associate is still working for the same firm after one year.</p>	Community Education and Outreach; Pipeline and Placement Program(s); Job Opportunities and Clearinghouse
Indiana	No				<a href="https://www.isba.org/">https://www.isba.org/</a>
Iowa	Yes	Rural Practice Committee Program	Iowa State Bar Association	The over-arching goal of the rural practice program is to find opportunities for new, young attorneys in rural areas to replace attorneys who want to retire so that the state's rural population will continue to have convenient access to legal services. Most rural citizens are not able or willing to drive long distances to see a lawyer. Having one or more young, enthusiastic attorneys in their towns, or in nearby towns, who is committed to their communities is a godsend.	Community Education and Outreach; Pipeline and Placement Program(s); Job Opportunities and Clearinghouse
Kansas	Yes	Rural Law Program	Washburn University School of Law	<p>The program is dedicated to ensuring the availability of effective legal representation in rural communities.</p> <ul style="list-style-type: none"> <li>- Focus on identifying rural employment opportunities and preparing students to transition from law school to actual practice.</li> <li>- Externship students are partnered with practicing attorneys or judges to learn the work done by those rural legal professionals.</li> </ul>	Pipeline and Placement Program(s); Job Opportunities and Clearinghouse
Kentucky	No				<a href="https://www.washbur">https://www.washbur</a>
Louisiana	No				
Maine	Yes	Rural Lawyers Project	University of Maine School of Law	The program has provided 2L and 3L students hands-on experience in rural legal practice by pairing them with lawyers who serve as mentors.	Community Education and Outreach; Pipeline and Placement Program(s)
Maryland	No				<a href="https://mainelaw.mai">https://mainelaw.mai</a>
Massachusetts	No				
Michigan	No				
Minnesota	Yes	Agricultural and Rural Law Section	Minnesota State Bar Association	<p>Explores and implements methods of providing access to quality legal assistance for farm families. Other areas addressed include agricultural estate planning, agricultural environmental law, animal waste pollution developments, agricultural business law, U.S.D.A. disaster programs, U.S.D.A. reorganization, and farm credit developments.</p> <p>Includes:</p> <ul style="list-style-type: none"> <li>- Agricultural and Rural Law Section Institute each spring</li> <li>- Free and discounted CLE credits</li> <li>- Leadership opportunities on the Section Council</li> <li>- Section-only online community for discussion of relevant topics</li> </ul>	Community Education and Outreach
					<a href="https://www.mnbar.o">https://www.mnbar.o</a>

Mississippi	No				
Missouri	No				
Montana	Yes	Rural Incubator Project	Montana Legal Services Association	<p>Through RIPL, attorneys will have the opportunity to enhance access to justice by offering affordable and pro bono legal services to low- and moderate-income Montanans and tribal members living in underserved, rural communities.</p> <p>RIPL participants:</p> <ul style="list-style-type: none"> <li>- Provide substantial pro bono and modest means services to low- and moderate-income Montanans and tribal members.</li> <li>- Participate in all RIPL programming, including: CLE sessions, roundtables, and mentorship meetings.</li> <li>- Form their own independent solo or small firm law practice that operates directly in a rural community or offers remote rural services.</li> </ul>	Community Education and Outreach; Pipeline and Placement Program(s); Job Opportunities and Clearinghouse
Nebraska	Yes	Rural Law Opportunities Program	Nebraska College of Law	<p>The Nebraska State Bar Association increased its efforts in 2013 to manage the shortage of small town lawyers by starting a rural practice initiative. The purpose of the Program is to recruit and retain competent public legal service attorneys and competent attorneys committed to working in designated legal profession shortage areas.</p> <p>The Rural Law Opportunities Program (RLOP) aims to ensure all Nebraskans have access to legal representation by encouraging the practice of law in the state's rural communities. Through the program, students from certain Nebraska areas will study at one of three Nebraska State Colleges or Universities, obtain their legal education at Nebraska Law and then practice in rural areas throughout the state. RLOP was established through a partnership between the University of Nebraska College of Law and Chadron State College, the University of Nebraska at Kearney and Wayne State College.</p>	Pipeline and Placement Program(s)
Nevada	No				<a href="https://cdn.ymaws.co">https://cdn.ymaws.co</a>
New Hampshire	No				<a href="https://www.nebar.com/page/RPI">https://www.nebar.com/page/RPI</a>
New Jersey	No				
New Mexico	No				
New York	Yes	Task Force on Rural Justice	New York State Bar Association	The Task Force on Rural Justice shall examine the current state of rural law practice in New York. Topics of investigation will include the impact of rural attorney shortages on access-to-justice, challenges in delivering legal services in rural areas, and the unique practice needs of rural practitioners. The Task Force will make recommendations for potential changes in law and public policy and will identify viable solutions to support rural law practice and greater access-to-justice in New York's rural communities.	Community Education and Outreach
North Carolina	No				<a href="https://nysba.org/con">https://nysba.org/con</a>
North Dakota	No				

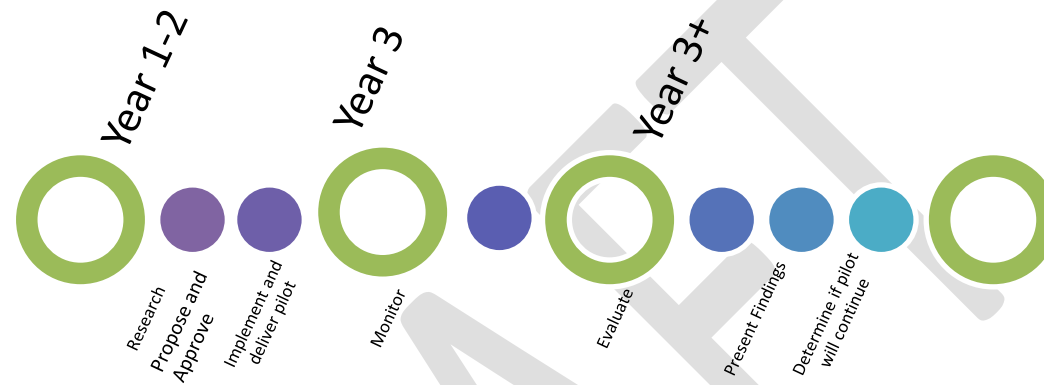


Ohio	Yes	Rural Practice Clerkship	Ohio State Bar Association	With a significant access to justice gap in smaller and rural communities due to the aging of the attorney population, and current job market realities in which new attorneys are having difficulty finding employment, the OSBA launched the Rural Practice Clerkship Pilot Program.	Community Education and Outreach; Pipeline and Placement Program(s); Job Opportunities and Clearinghouse
				Goals of the program: - Increase access to justice in rural counties, with an emphasis on understanding the unique needs of rural communities. - Create employment opportunities and practice experience for soon-to-be new lawyers.	
Oklahoma	No				<a href="https://www.ohioabar.org">https://www.ohioabar.org</a>
Oregon	Yes	Justice Across Oregon	Oregon State Bar Association	The Justice Across Oregon Stipend allows continuing law students to explore summer legal opportunities in less populated areas of the state. Rural employment can provide a new lens for viewing legal issues including workers' rights, poverty, family law, immigration, and Indian Law.	Community Education and Outreach; Pipeline and Placement Program(s);
Pennsylvania	Yes	Agricultural Law Committee	Pennsylvania Bar Association	The Agricultural Law Committee shall study questions and problems affecting rural and agricultural interests in Pennsylvania and monitor and/or make recommendations concerning proposals for legislation or regulations relating to such interests.	Community Education and Outreach
Rhode Island	No				<a href="https://www.osbar.org">https://www.osbar.org</a>
South Carolina	No				<a href="https://www.pabar.org">https://www.pabar.org</a>
South Dakota	Yes	Rural Attorney Recruitment Program	South Dakota Unified Judicial System	The Unified Judicial System and the State Bar of South Dakota are committed to assuring that all citizens within the State of South Dakota have access to quality attorneys. In 2013, the South Dakota Legislature approved the Recruitment Assistance Pilot Program to address the current and projected shortage of lawyers practicing in small communities and rural areas of South Dakota.  This program provides qualifying attorneys an incentive payment in return for five (5) continuous years of practice in an eligible rural county.	Pipeline and Placement Program(s); Job Opportunities and Clearinghouse
Tennessee	No				<a href="https://ujis.sd.gov/Att">https://ujis.sd.gov/Att</a>
Texas	No				
Utah	No				
Vermont	No				
Virginia	No				
Washington	----	----	----	----	----
West Virginia	Yes	Rural Practice Scholarship	West Virginia College of Law	Established by the West Virginia State Bar, the Rural Practice Scholarship pays tuition and fees for three years of law school in exchange for the student's commitment to three years of post-graduate legal practice in a rural county.	Pipeline and Placement Program(s)
Wisconsin	Yes	Greater Wisconsin Initiative	State Bar of Wisconsin	The State Bar's Greater Wisconsin Initiative encourages attorneys to consider practicing in Greater Wisconsin. The committee assists in individuals in learning whether rural practice is right for them, and provides attorneys with the resources needed to get started. Wisconsin's rural population tops 1.6 million. With many lawyers approaching retirement age, more and more nonurban communities are at risk of losing access to legal services. Why? As attorneys retire, there aren't always younger lawyers around to take their place.	Community Education and Outreach; Pipeline and Placement Program(s);
Wyoming	Yes	Rural Law Center	University of Wyoming College of Law	The Rural Law Center is meant to further three general missions: - Provide service to rural communities and lawyers who practice law in rural areas. - Help prepare students for rural practice and service. - Facilitate scholarly research concerning the law relevant to rural areas and issues.	Community Education and Outreach; Pipeline and Placement Program(s);
					<a href="https://www.wisbar.org">https://www.wisbar.org</a> <a href="https://www.uwyo.edu">https://www.uwyo.edu</a>

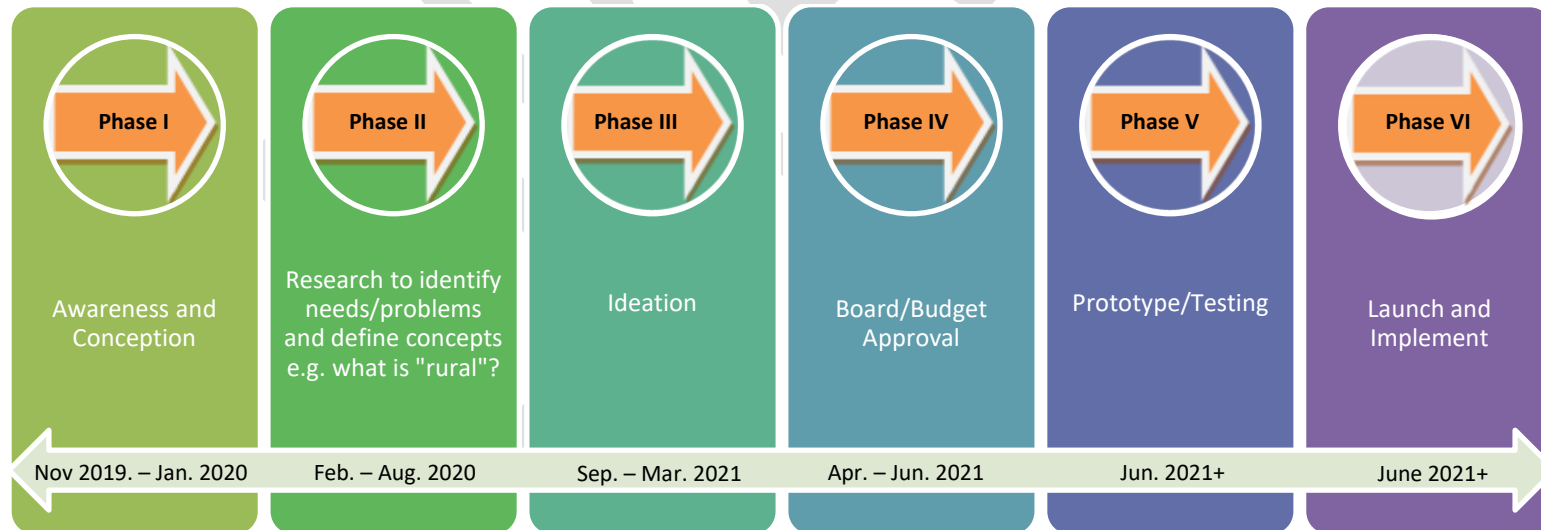
# Rural Outreach Project

Updated March 11, 2021 (version 5)

## Timeline for a Project 2019-2021



## Year 1-2 – Research, Design and Approve



# Rural Outreach Project

Updated March 11, 2021 (version 5)

## Phase I – Awareness and Conception (November 2019 – January 2020)

The purpose of the awareness and conception phase is to provide a very high level overview of the rural outreach pilot project. There needs to be enough information for the leadership and other stakeholders of the organization to understand and be able to provide feedback and direction. Thus, allowing staff to continue exploring and researching the potential viability of the pilot. (See Phase II.1.)

Conceptualized themes to influence outcomes include, but are not limited to, low cost, outreach, multi-faceted approach, connector, thought-leader, and advertiser. Also, in this phase key stakeholders and project team mates are identified. Ideally, a draft Project Plan is created and logical model exercise completed.

### ➤ Milestones

- ☒ Milestone Completed: Drafted project plan on Dec. 2019.
- ☒ Milestone Completed: Established Project Lead Team (PLT) consisting of staff from the Advancement Department and Regulatory Services Department. PLT first convened on November 6, 2019.
- ☒ Milestone Completed: Established Ideation & Research Team of internal staff (IRT). IRT first met on December 11, 2019 and consisted of staff from all departments.
- ☒ Milestone Completed: Convened a WSBA Board of Governor (BOG) Stakeholder group consisting of appx. 5 governors. Established a monthly meeting schedule beginning December 19, 2019.
- ☒ Milestone Completed: Met with Delivery Systems Committee of the Access to Justice Board on January 7, 2020.
- ☒ Milestone Completed: Sent letters, signed by WSBA President and Executive Director, to practitioners in counties identified as rural (population of 30,000 or less) as well as associations in counties (population of 30,000+ to 50,000). Letters were dated January 31, 2020.
- ☒ Milestone Completed: Deepening our Understanding: Conversations with & Identification of [External Stakeholders](#).

## Phase II – Research (February 2020 – August 30, 2020)

The research phase will consist of two separate types of research/assessments done and at different points, (1) initial research is about the social issue (identifying needs/problems) from a larger scale, and (2) is defining what is considered “rural” in Washington state.

1. **Social Issue Assessment** – we need to understand the social issue we are trying to impact, the root problem, and help create understanding of how change can occur to solve the problem. What are the various needs we must assess locally? Once a few counties/regions are identified, the same questions above could be asked. Ideally, this would be done when the concept proposal is approved, since it requires reaching out to external stakeholders. The current goal of the project to address in this pilot is: ***how can the WSBA support viable legal practices that serve rural communities?***

# Rural Outreach Project

Updated March 11, 2021 (version 5)

## Categories of Research Questions:

- a) Category 1: Information about the social issue itself. (What are the legal services in rural communities? How are people accessing the justice system?)
- b) Category 2: Information about interventions. (Ex. What is the best evidence based programming that show outcomes to increasing legal services in rural communities? Should one focus on online solutions, or advocate for more lawyers in rural communities? Is this intervention being replicated anywhere else, and how is it working?)
- c) Category 3: Information about organizations. (Ex. What groups are working to address the lack of legal services/resources in rural communities? What are their goals and strategies? What do these organizations' beneficiaries think of their work?)
- d) Category 4: Information about resources. (Ex. What foundations are funding this type of effort? How have volunteers devoted time and energy to drive access to legal services in rural communities?)
- e) Category 5: Identifies the types of legal needs in the rural communities.

## 2. Defining Rural – Which communities should this project target and why?

- a) What is the interest among membership in having a rural practice to make the project viable?
- b) Which regions would be viable host sites? Factors to consider include need for legal services, sufficient client base to support a successful practice, and sufficient local support and resources.
- c) “Rural” community set-up – determine what factors go into deciding the placement of the pilot. Once the location(s) are identified we will need to further explore the allies, mentors, barriers, etc.
- d) What are the types of legal needs in the targeted communities?

## Working Definition of “rural” (as of February 2020):

- According to the U.S. Department of Agriculture, counties (as opposed to other ways to define areas of population), are the ‘standing building block for assessing economic data, and for conducting research to track and explain regional population and economic trends.’<sup>1</sup>
- Based on the definitions produced by the U.S. Department of Agriculture Economic Research Service (ERS) and an overview of Washington county population, we focused on counties with populations of less than 50,000 and more than 2,500. These areas are considered ‘urban non-metro areas not part of larger labor markets’ by ERS. As part of the working definition, and for ease, we have termed these counties as ‘rural.’ Based upon WA county population data, we’ve pursued a hypothesis that counties with 30,000 or more as rural but likely more adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

## ➤ Milestones

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<sup>1</sup> <https://www.ers.usda.gov/topics/rural-economy-population/rural-classifications/>

# Rural Outreach Project

Updated March 11, 2021 (version 5)

- Milestone Completed: Launched survey on April 2, 2020 (via SurveyMonkey) to rural associations and practitioners that received January 31 letters.
- Milestone Completed: Finalize plan to conduct conversations with entities (in WA/outside) addressing this issue, leveraging existing WSBA entities to assist with these conversations.
- Milestone Completed: Convening of Washington Young Lawyers Committee (WYLC) Rural Project Team on May 28, 2020.
  - WYLC project team will assist with external entity research & outreach, including law schools. (Summer 2020).
- Milestone Completed: Conversations with rural associations and/or practitioners (June 16 – August 20, 2020).
- Milestone Completed: Conversations with leadership at three Washington state law schools (July – August 2020).
- Milestone Completed: Conversations with other entities addressing this issue (June – present).
- Milestone Completed: Discussion: Research Report of Findings
- Milestone In Process: Create WSBA.org webpage to document, share, and gather information on this issue.

## Phase III – Ideation (September 2020 – March 2021)

In the ideation phase, the project team brainstorms/identifies all possible solutions to address the problems/needs identified in Phase II. The following tools could be utilized to further build out what was initially created in the concept proposal and include what we learn from our research and assessments.

- Tools:
  - Theory of Change – [Lynda.com](#) & [Harvard](#)
  - Logic Model – [https://www.innonet.org/media/logic\\_model\\_workbook\\_0.pdf](https://www.innonet.org/media/logic_model_workbook_0.pdf)
  - [Resource Capacity Assessment](#) – internal to WSBA
  - Research if other similar programs have a budget to compare
  - [A Stakeholder Analysis Chart and Map](#)
  - WSBA Race Equity Impact Analysis Tool
  - Surveying/Focus Groups/Interviews with county selected for pilot
  - Research on potential grants or fundraising opportunities

## ➤ Milestones

- Milestone In Process: participate in brainstorming conversations with staff and relevant stakeholders (BOG, WYLC, rural practitioners, etc.)
- Milestone In Process: after brainstorming of all possible solutions, determine 1-3 designs that is best suited to the capacity, reach and limitations of WSBA. Brainstorming should not be limited to this suitability.

# Rural Outreach Project

Updated March 11, 2021 (version 5)

## Phase IV – Budget & Audit Committee and Board Approval (Apr – June 2021)

Utilize WSBA Budget process/timeline to building costs into the program. Be prepared to answer: If this requires funding, what will we need to stop/change/prioritize/etc.

### ➤ Milestones

- Milestone Pending: Budget and Audit Approval
- Milestone Pending: Board of Governors Approval

## Phase V – Prototype, Development, and Testing (June 2021 and beyond)

### ➤ Milestones

- Milestone Pending: Design potential programs/projects/outcomes identified in Phase III for addressing problems/needs identified in Phase II.
- Milestone Pending: Test designs.
- Milestone Pending: Select 1-3 prototypes for continued consideration to be presented to the BOG. (May 2021)
- Milestone Pending: Compile, prepare, and present report on the following categories: stakeholder analysis, risk analysis, implementation analysis, fiscal impact analysis.

## Year 3 – Implement & Deliver

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### Phase VI – Launch and Implement (June 2021 and beyond)

#### ➤ Milestones:

- Milestone Pending: Implement Project
- Milestone Pending: Monitor for Course Correction
- Milestone Pending: Assess Pilot

## Year 3+ – Evaluate

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### Phase VII – Re-evaluate

# WASHINGTON STATE BAR ASSOCIATION

## Preliminary Summary: WSBA Legal Practice in Washington’s Rural Communities

May 4, 2020

### Survey Overview:

Survey Launch Email:	April 2
Reminder Email:	April 30
Survey Closed:	May 4 @ 8:00am
Number of Survey Recipients:	141
Number of Survey Respondents:	48 (34% return)
<i>San Juan County</i>	21%
<i>Asotin County</i>	17%
<i>Lincoln County</i>	14%

Practice Areas:
Estate Planning – probate (52%)
Real Property (48%)
Criminal (35%)
Landlord Tenant (27%)
Real Property – land use (27%)

### Summary:

When asked the reasons for working in their community, 75% of respondents indicated that they are from the community where they practice. Additionally, most respondents lived in a rural community because that is where they wanted to raise a family or there was little desire to work in a larger city.

Overwhelmingly, respondents enjoyed working in their communities.

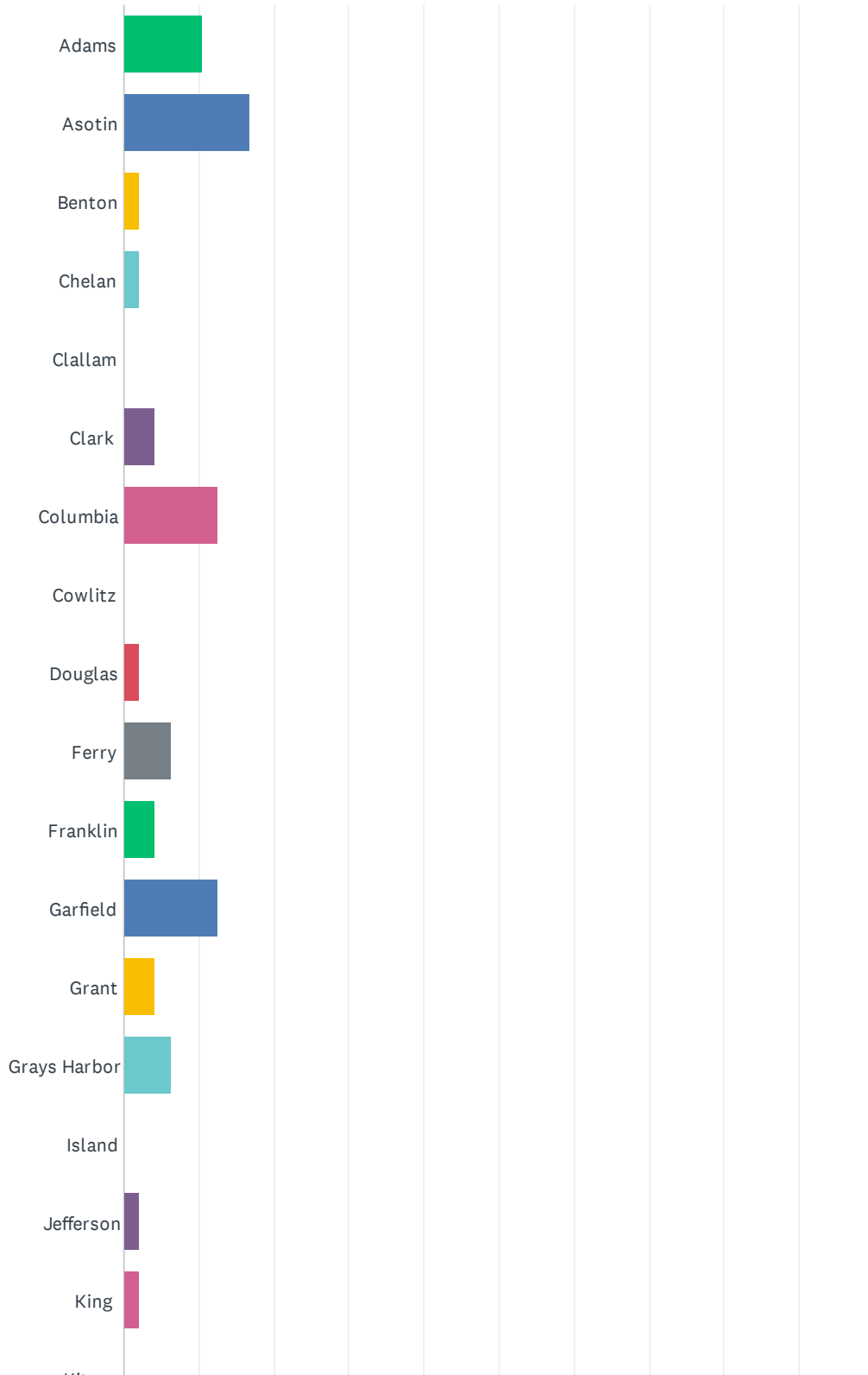
A large majority of the respondents indicated that they do pro bono but do not do so through a qualified legal service provider.

When asked to address conflicts of interest, the responses varied but at initial review, it appears that while this issue is prevalent – it is manageable. It should be noted, however, that there was a wide range of responses from ‘no problem at all’ to ‘this is the single biggest issue.’

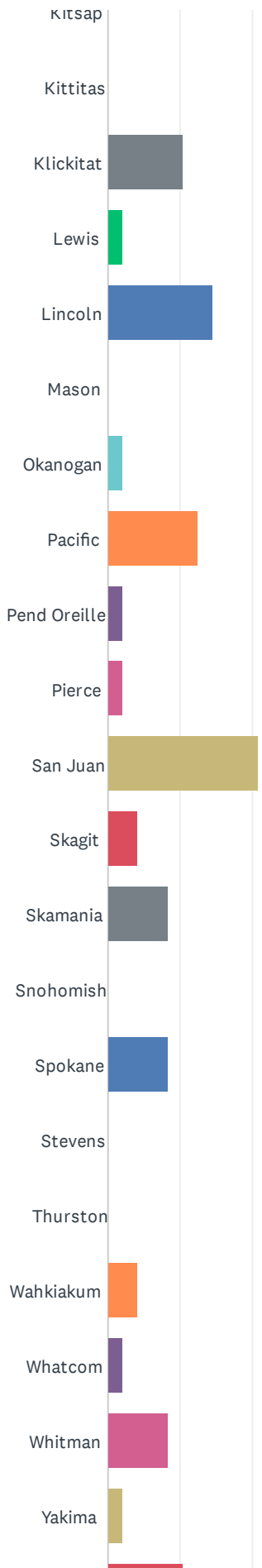
When asked what can the WSBA do or what advice should WSBA consider when addressing this issue, respondents generally cited a need to better understand and reach out to rural communities, promote the WSBA resources more directly to rural practitioners, provide financial incentives to encourage members to practice in rural communities, improve support or financial assistance to legal service providers or create a mechanism by which members from around the state can serve clients in the rural communities, perhaps through remote technology.

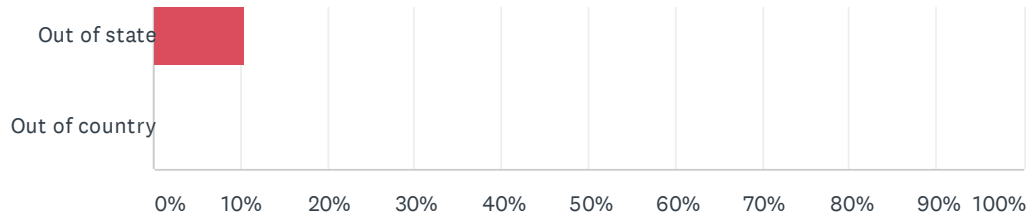
Q1 Please indicate all WA counties in which you currently practice. Throughout the survey the term 'your community' is intended to include all areas where you practice.

Answered: 48 Skipped: 0







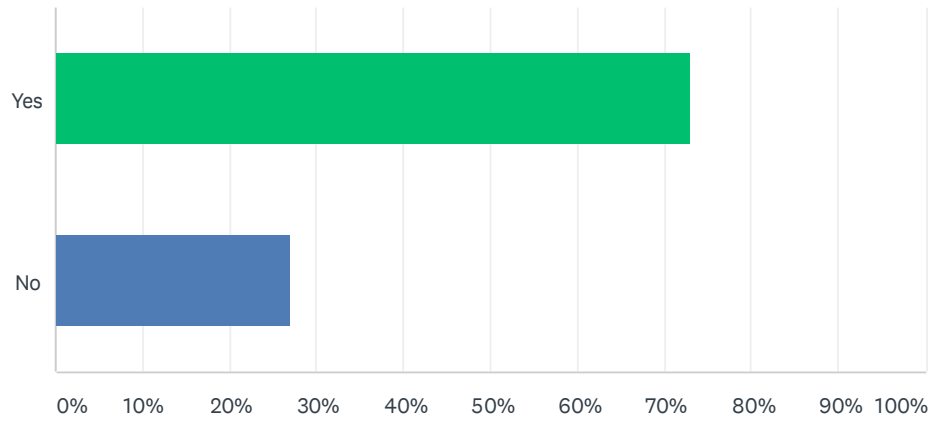


ANSWER CHOICES	RESPONSES	
Adams	10.42%	5
Asotin	16.67%	8
Benton	2.08%	1
Chelan	2.08%	1
Clallam	0.00%	0
Clark	4.17%	2
Columbia	12.50%	6
Cowlitz	0.00%	0
Douglas	2.08%	1
Ferry	6.25%	3
Franklin	4.17%	2
Garfield	12.50%	6
Grant	4.17%	2
Grays Harbor	6.25%	3
Island	0.00%	0
Jefferson	2.08%	1
King	2.08%	1
Kitsap	0.00%	0
Kittitas	0.00%	0
Klickitat	10.42%	5
Lewis	2.08%	1
Lincoln	14.58%	7
Mason	0.00%	0
Okanogan	2.08%	1
Pacific	12.50%	6
Pend Oreille	2.08%	1
Pierce	2.08%	1
San Juan	20.83%	10
Skagit	4.17%	2
Skamania	8.33%	4
Snohomish	0.00%	0
Spokane	8.33%	4

Stevens	0.00%	0
Thurston	0.00%	0
Wahkiakum	4.17%	2
Whatcom	2.08%	1
Whitman	8.33%	4
Yakima	2.08%	1
Out of state	10.42%	5
Out of country	0.00%	0
Total Respondents: 48		

## Q2 Are you from the community where you practice?

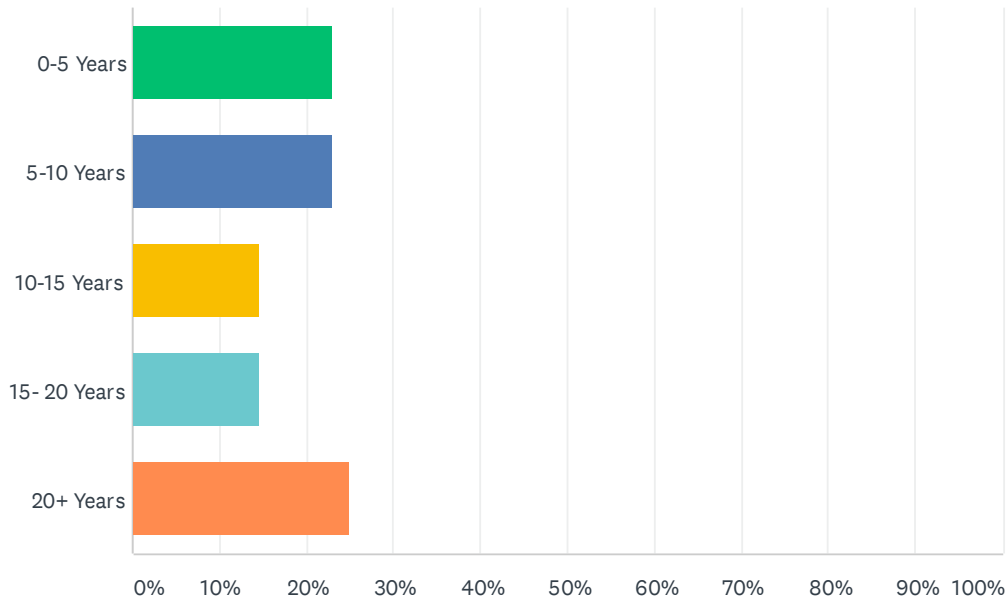
Answered: 48 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	72.92%	35
No	27.08%	13
TOTAL		48

### Q3 How long have you been practicing in your community?

Answered: 48 Skipped: 0



ANSWER CHOICES	RESPONSES	
0-5 Years	22.92%	11
5-10 Years	22.92%	11
10-15 Years	14.58%	7
15- 20 Years	14.58%	7
20+ Years	25.00%	12
TOTAL		48

## Q4 Why did you choose to practice in your community?

Answered: 47 Skipped: 1

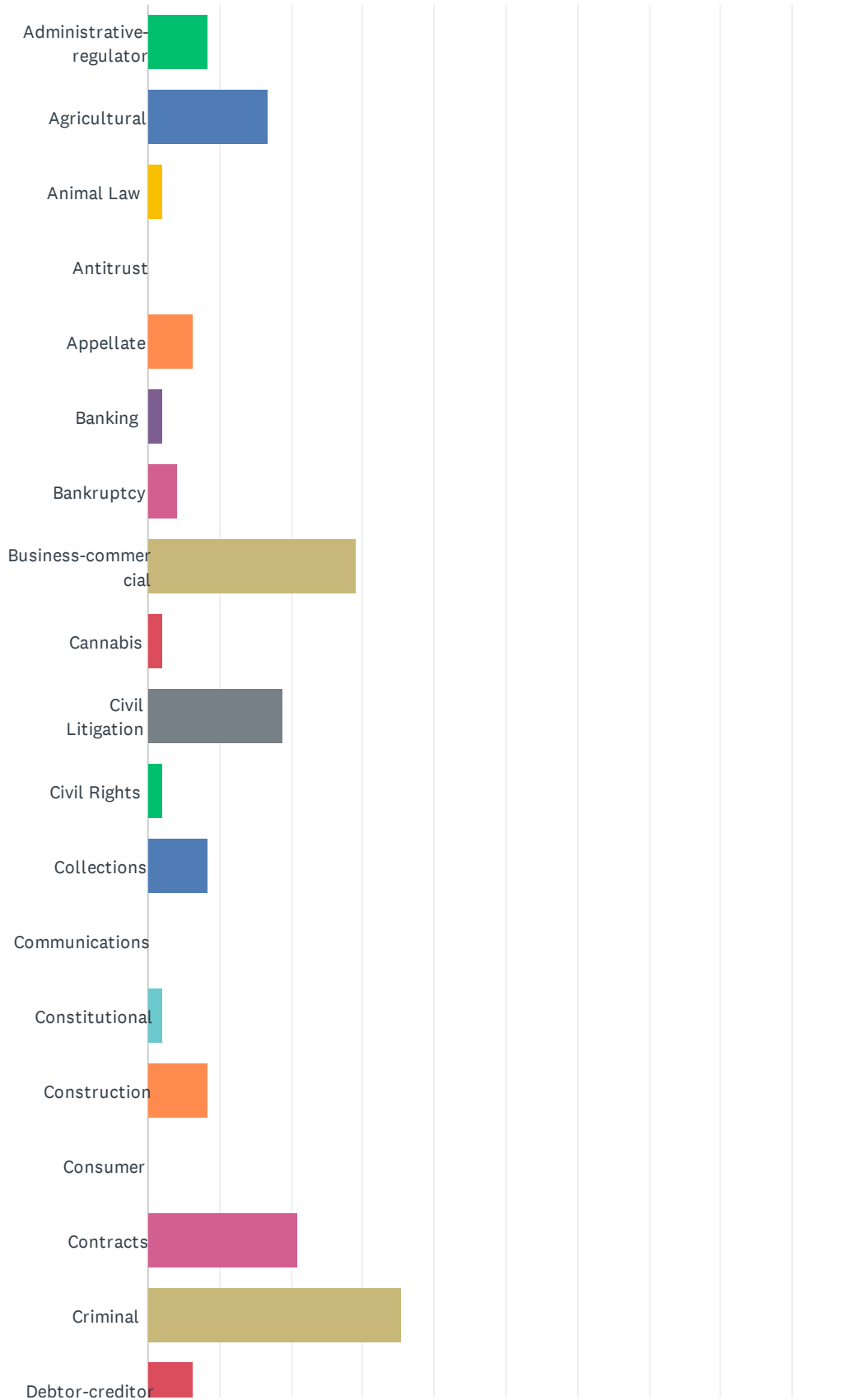
#	RESPONSES	DATE
1	Coming out of law school, my wife (before we got married) was working as a cpa in the rural communities I work in now, and she heard the local law firm was looking for a new attorney to take over the office of a retiring attorney in one of the offices, I interviewed, and it all fell in place for us. My dad grew up on a farm in Nebraska, and worked as a rural appraiser ag lender, I worked cherry harvest and wheat harvest in tri-cities, hunted and fished, and had no desire to work on the west side of the state, and didn't want to work in a large city. I hadn't planned on working in a small town but it just fell in place nicely for me.	5/1/2020 4:44 PM
2	People began asking me to do things for them when they found out I was an attorney and it has grown into a practice. I didn't actually intend to have a law practice here.	5/1/2020 7:34 AM
3	Fell in love with Lopez Island and the island attorney was ready to retire and sell his practice.	4/30/2020 5:22 PM
4	Born and raised in Clarkston; moved back here from Washington DC law firm to raise family and practice here.	4/30/2020 3:55 PM
5	I enjoy a rural lifestyle.	4/30/2020 1:16 PM
6	Offered a job in the community, close to where I wanted to reside.	4/30/2020 12:45 PM
7	Island/rural/waterfront	4/30/2020 11:57 AM
8	I live in the area and I like helping local people.	4/30/2020 11:41 AM
9	I don't practice. I'm a retired lawyer who has maintained his active bar membership. There are probably a lot of us in San Juan county.	4/30/2020 11:36 AM
10	I wanted to live here.	4/30/2020 11:17 AM
11	It is my hometown and I wanted to help people.	4/30/2020 11:01 AM
12	I don't really practice here. I live and work here, but my clients are all in Texas. I've worked remotely for Texas clients from wherever I've lived for 15 years.	4/30/2020 10:59 AM
13	Unique opportunity to be involved with diverse legal, general practice, in small town.	4/30/2020 10:55 AM
14	My family lives here.	4/30/2020 10:54 AM
15	I built a home in the county	4/30/2020 10:52 AM
16	It was a great place to raise a family though the legal opportunities may have been less. The cost of living is low as is the crime rate.	4/30/2020 10:50 AM
17	Did not want to live or work in a large city.	4/30/2020 10:44 AM
18	I enjoy rural living and giving back to the community where I grew up. I also like being close to my family.	4/30/2020 10:33 AM
19	Amazing little town (Port Townsend), high quality of life, and cost of living.	4/30/2020 10:23 AM
20	It's beautiful, small, and collegial, and anyone can make a difference. i've tried spelling collegial four different ways and can't get it right!	4/28/2020 2:05 PM
21	Wanted to raise family in a small town. When I bought the firm it looked like a good population / attorney ratio.	4/8/2020 11:06 AM
22	grew up here. Liked the community.	4/7/2020 4:11 PM
23	- because although I was away for many many years, elsewhere, I'm a native, I was ready to return, and there were no other lawyers left who actually lived here;	4/7/2020 12:27 PM
24	I secured an in-house position, prior to opening my own office.	4/7/2020 11:30 AM
25	There were no civil attorneys in the county before I moved here. I wanted to raise my family in a rural setting and it seemed like there would be enough demand for services to support my practice. Since moving here, I can confirm that there is plenty of work for me.	4/7/2020 10:16 AM
26	I knew folks from the community before moving here.	4/6/2020 12:15 PM
27	I like the community and I like the pace of small town practice	4/6/2020 9:56 AM

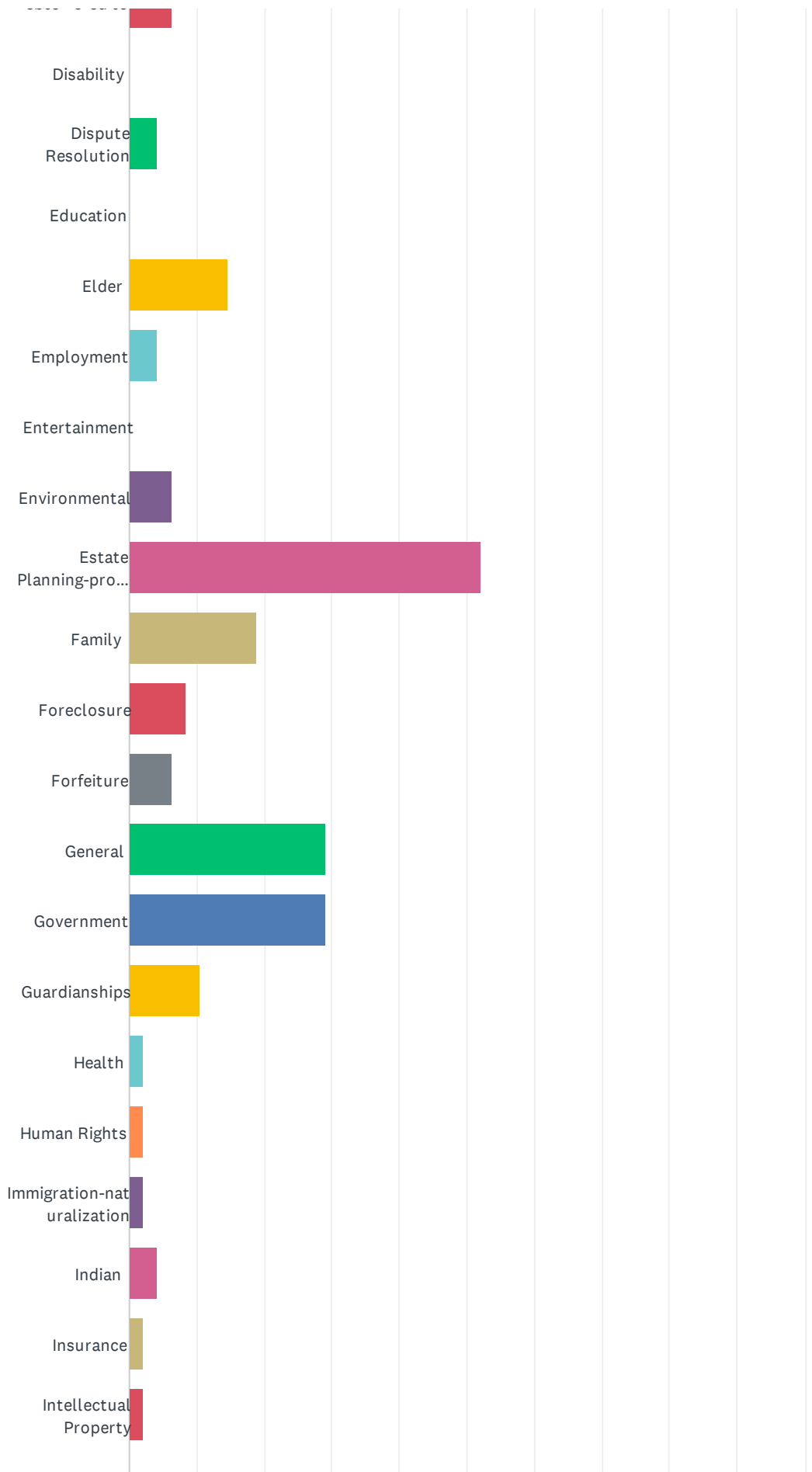


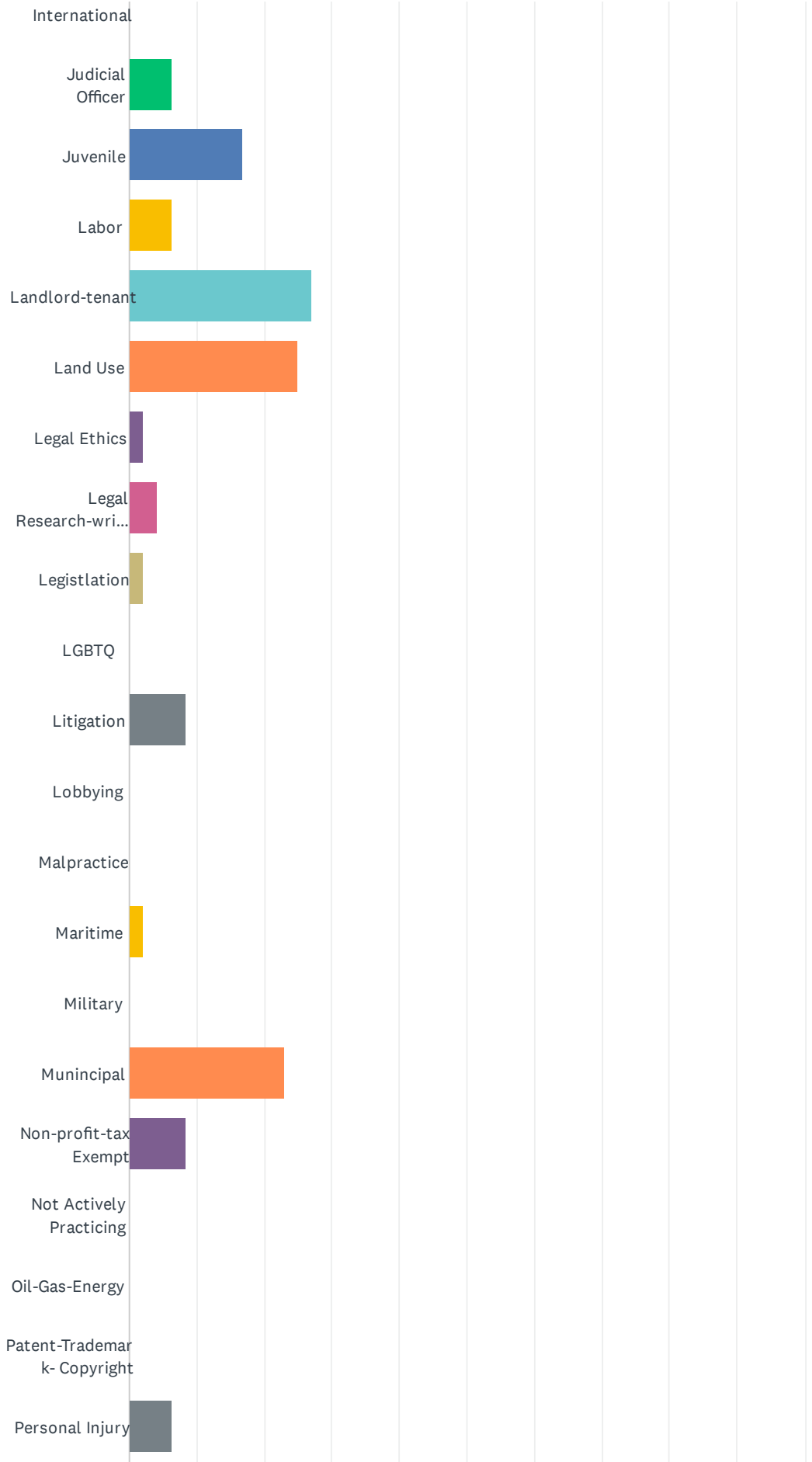
28	I enjoy this community	4/6/2020 9:37 AM
29	I was born and raised in the community in which I am now practicing law. I love living here and I have always intended to come back to work and raise my own family here.	4/5/2020 12:27 PM
30	Ease of transition--I knew the other attorneys. Also I got a job there because no one from a larger county wanted it.	4/4/2020 1:11 PM
31	job opening I wanted	4/3/2020 5:05 PM
32	Its home, and its where i wanted to raise my family. The people are good decent people that care about doing the right thing.	4/3/2020 1:38 PM
33	In 1995, it was the only location in which I could find employment.	4/3/2020 11:52 AM
34	I like Columbia County and its underserved.	4/3/2020 10:57 AM
35	Family ties. Nice place to live. Grew up here.	4/3/2020 10:19 AM
36	I work out of my house. Most all my clients are from out of the area and I do not need an office to do work for my client base. Thus I can live where I want and work where I have to.	4/3/2020 8:43 AM
37	I grew up here and connect with a great client base.	4/3/2020 8:15 AM
38	I was practicing in Adams County & was doing conflict indigent defense in multiple rural counties. I bought property after one of the local Judges aske me to bid on the Public Defender Contract in 2006.	4/3/2020 7:50 AM
39	Small towns and it is where I am from	4/3/2020 7:48 AM
40	It was a better job opportunity than my previous job.	4/3/2020 7:10 AM
41	Moved here to retire. Now almost there.	4/2/2020 7:31 PM
42	Live here	4/2/2020 7:12 PM
43	I wanted to live where people prefer to vacation.	4/2/2020 6:25 PM
44	own home here, bought a practice of a deceased lawyer, like it here	4/2/2020 5:47 PM
45	I moved here to open another business.	4/2/2020 4:36 PM
46	I live here.	4/2/2020 4:13 PM
47	There was an opening to do public defense work, and practicing in a small community allows you to get to know the people and their situation well.	4/2/2020 4:02 PM

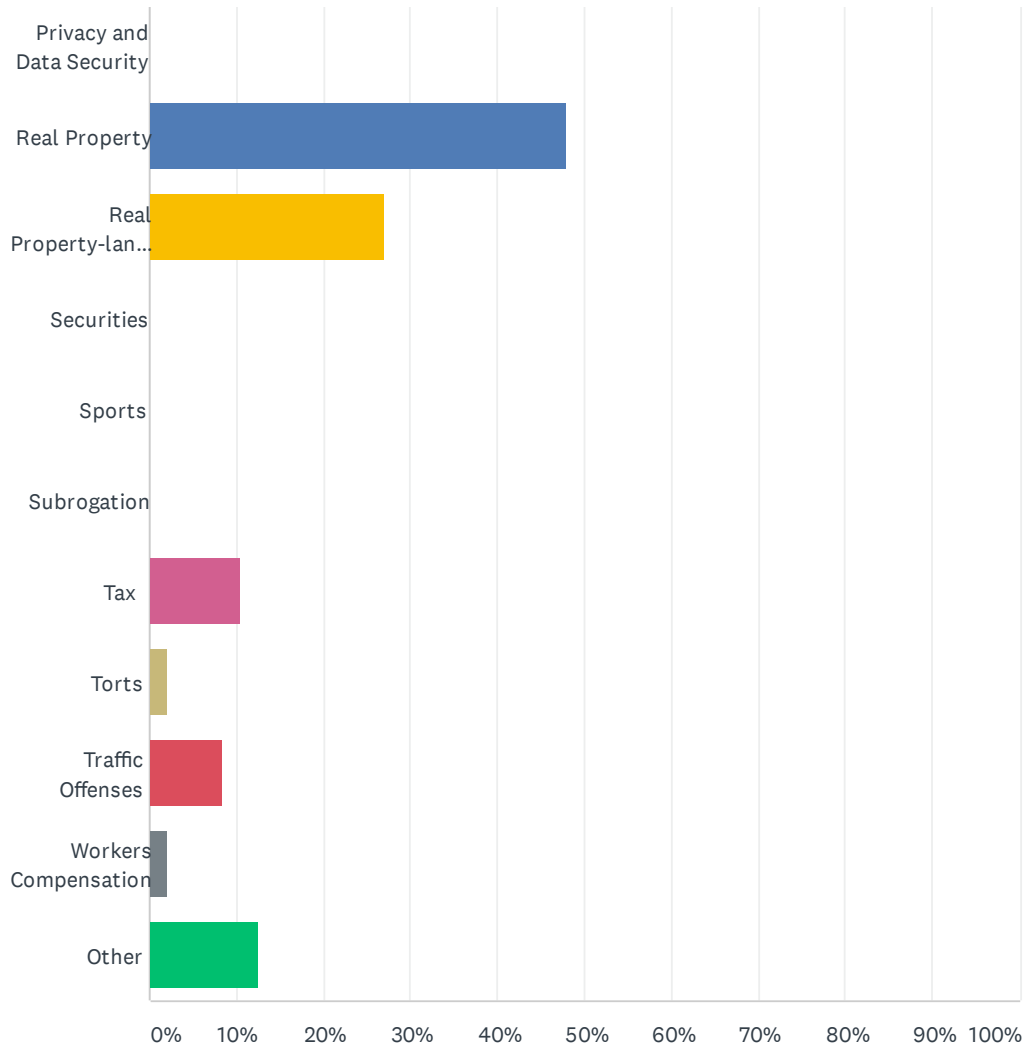
### Q5 What type of law do you practice? Please select all that apply.

Answered: 48 Skipped: 0









ANSWER CHOICES	RESPONSES	
Administrative-regulator	8.33%	4
Agricultural	16.67%	8
Animal Law	2.08%	1
Antitrust	0.00%	0
Appellate	6.25%	3
Banking	2.08%	1
Bankruptcy	4.17%	2
Business-commercial	29.17%	14
Cannabis	2.08%	1
Civil Litigation	18.75%	9
Civil Rights	2.08%	1
Collections	8.33%	4
Communications	0.00%	0
Constitutional	2.08%	1
Construction	8.33%	4
Consumer	0.00%	0
Contracts	20.83%	10
Criminal	35.42%	17
Debtor-creditor	6.25%	3
Disability	0.00%	0
Dispute Resolution	4.17%	2
Education	0.00%	0
Elder	14.58%	7
Employment	4.17%	2
Entertainment	0.00%	0
Environmental	6.25%	3
Estate Planning-probate	52.08%	25
Family	18.75%	9
Foreclosure	8.33%	4
Forfeiture	6.25%	3
General	29.17%	14
Government	29.17%	14

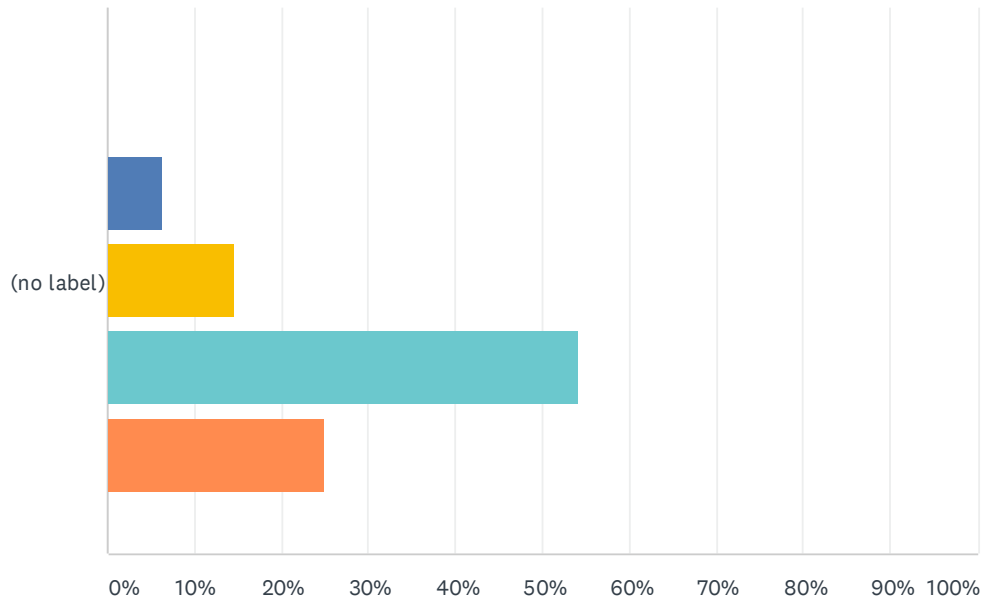
Guardianships	10.42%	5
Health	2.08%	1
Human Rights	2.08%	1
Immigration-naturalization	2.08%	1
Indian	4.17%	2
Insurance	2.08%	1
Intellectual Property	2.08%	1
International	0.00%	0
Judicial Officer	6.25%	3
Juvenile	16.67%	8
Labor	6.25%	3
Landlord-tenant	27.08%	13
Land Use	25.00%	12
Legal Ethics	2.08%	1
Legal Research-writing	4.17%	2
Legislation	2.08%	1
LGBTQ	0.00%	0
Litigation	8.33%	4
Lobbying	0.00%	0
Malpractice	0.00%	0
Maritime	2.08%	1
Military	0.00%	0
Municipal	22.92%	11
Non-profit-tax Exempt	8.33%	4
Not Actively Practicing	0.00%	0
Oil-Gas-Energy	0.00%	0
Patent-Trademark- Copyright	0.00%	0
Personal Injury	6.25%	3
Privacy and Data Security	0.00%	0
Real Property	47.92%	23
Real Property-land Use	27.08%	13
Securities	0.00%	0
Sports	0.00%	0
Subrogation	0.00%	0

Tax	10.42%	5
Torts	2.08%	1
Traffic Offenses	8.33%	4
Workers Compensation	2.08%	1
Other	12.50%	6
Total Respondents: 48		



## Q6 Do you enjoy practicing in your community?

Answered: 48 Skipped: 0

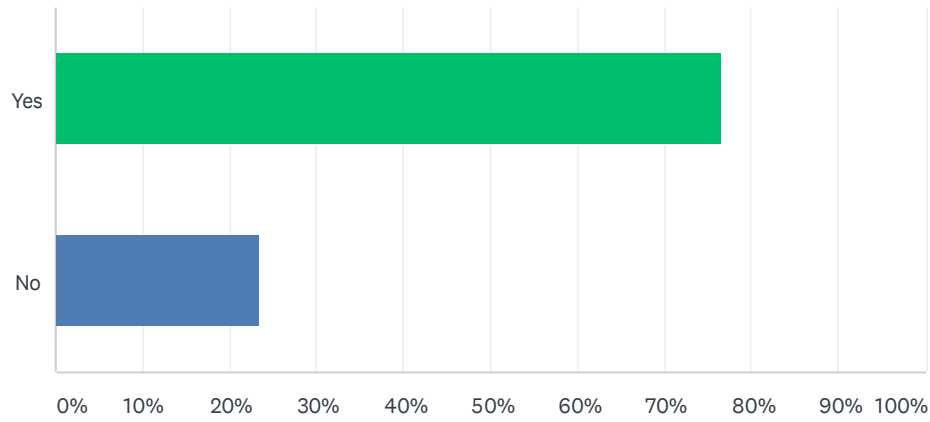


- I do not enjoy practicing in my community.
- I sometimes enjoy practicing in my community.
- I am neutral about practicing in my community.
- I always enjoy practicing in my community.
- I enjoy it so much, I would not practice anywhere else.

	I DO NOT ENJOY PRACTICING IN MY COMMUNITY.	I SOMETIMES ENJOY PRACTICING IN MY COMMUNITY.	I AM NEUTRAL ABOUT PRACTICING IN MY COMMUNITY.	I ALWAYS ENJOY PRACTICING IN MY COMMUNITY.	I ENJOY IT SO MUCH, I WOULD NOT PRACTICE ANYWHERE ELSE.	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	6.25% 3	14.58% 7	54.17% 26	25.00% 12	48	3.98

### Q7 Do most of your clients live where you practice?

Answered: 47 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	76.60%	36
No	23.40%	11
TOTAL		47

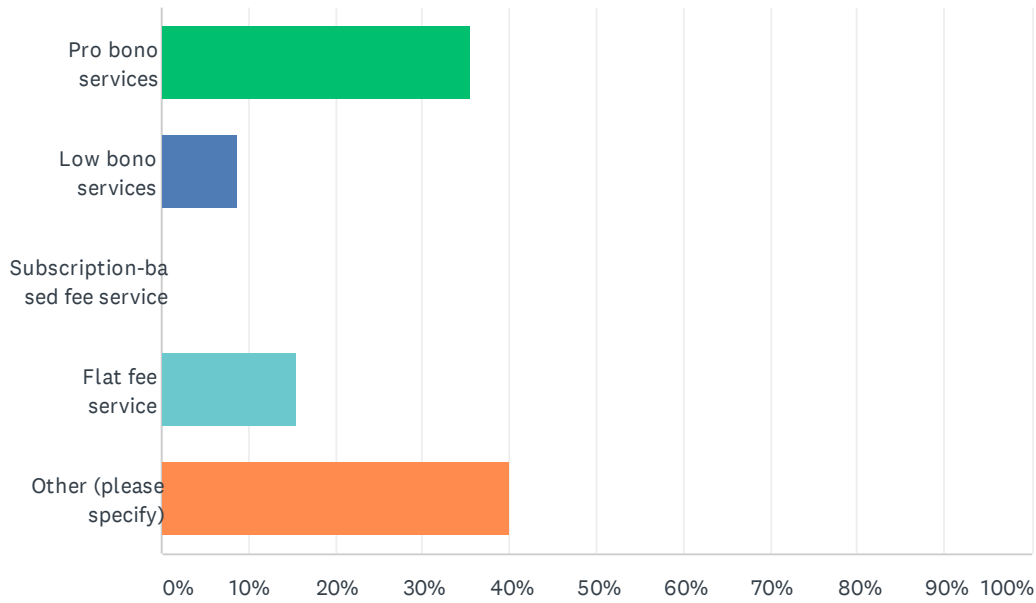
## Q8 If not, where are they from?

Answered: 29 Skipped: 19

#	RESPONSES	DATE
1	n/a	4/30/2020 3:55 PM
2	n/a	4/30/2020 1:16 PM
3	NA	4/30/2020 12:45 PM
4	n/a	4/30/2020 11:41 AM
5	N/A. Again, I don't practice actively though I have an active bar membership.	4/30/2020 11:36 AM
6	Texas	4/30/2020 10:59 AM
7	California	4/30/2020 10:52 AM
8	If they are not from the immediate local area, then most are from the upper Northern Oregon Coast or Vancouver or Portland	4/30/2020 10:50 AM
9	N/A Civil Deputy Prosecuting Attorney	4/30/2020 10:23 AM
10	n/a	4/28/2020 2:05 PM
11	n/a	4/8/2020 11:06 AM
12	A few who are not from here have legal matters here.	4/7/2020 4:11 PM
13	- occasionally from Asotin or Columbia County, once in a great while from Spokane or Walla Walla County or from Nez Perce County, Idaho;	4/7/2020 12:27 PM
14	Neighboring communities.	4/7/2020 11:30 AM
15	N/A	4/6/2020 12:15 PM
16	N/A	4/5/2020 12:27 PM
17	Most are foster children, placed across the state and beyond.	4/4/2020 1:11 PM
18	N/A	4/3/2020 11:52 AM
19	multiple areas across the state	4/3/2020 10:57 AM
20	All over the world. But mostly in the US	4/3/2020 8:43 AM
21	Spokane	4/3/2020 8:15 AM
22	N/A	4/3/2020 7:50 AM
23	I don't have clients, I am a government attorney	4/3/2020 7:10 AM
24	Yakima Valley & King County	4/2/2020 7:31 PM
25	Whatcom and Skagit Counties	4/2/2020 6:25 PM
26	mostly from Pacific and Wahkiakum Counties, for my practice in Pacific County	4/2/2020 5:47 PM
27	Most are local.	4/2/2020 4:36 PM
28	Metropolitan areas	4/2/2020 4:13 PM
29	NA	4/2/2020 4:02 PM

### Q9 Do you provide any of the following? Please select all that apply.

Answered: 45 Skipped: 3

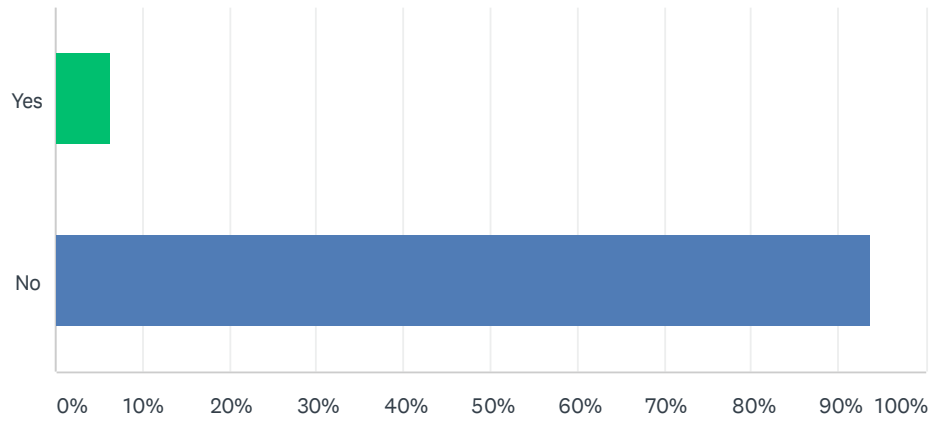


ANSWER CHOICES	RESPONSES	
Pro bono services	35.56%	16
Low bono services	8.89%	4
Subscription-based fee service	0.00%	0
Flat fee service	15.56%	7
Other (please specify)	40.00%	18
<b>TOTAL</b>		<b>45</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	all of above except subscription based fee service (the survey won't let me check more than one box)	5/1/2020 4:44 PM
2	(list doesn't work, only allows 1 selection) pro bono; flat fee; hourly fee	4/30/2020 3:55 PM
3	None of the above, governmental work	4/30/2020 12:45 PM
4	I provide pro bono, low bono, flat rate, and hourly. It would not let me check multiple boxes	4/30/2020 11:41 AM
5	None. Retired.	4/30/2020 11:36 AM
6	I have a mixture of fees and Pro Bono along with taking minimal payments.	4/30/2020 11:01 AM
7	none	4/30/2020 10:52 AM
8	flat fees and contingent fees	4/30/2020 10:50 AM
9	Government lawyer - no client fees	4/30/2020 10:44 AM
10	Government Attorney	4/30/2020 10:33 AM
11	- all of the above except subscription. (The multiple selection isn't working);	4/7/2020 12:27 PM
12	Question settings are wrong. I do pro bono, low bono, and flat fee.	4/7/2020 10:16 AM
13	County Employee	4/6/2020 12:15 PM
14	none now--I am a City Prosecutor	4/3/2020 5:05 PM
15	all of the above	4/3/2020 10:57 AM
16	I don't know what low bono means exactly but I often give fee credits and write downs when it seems appropriate	4/3/2020 10:19 AM
17	System won't let me select more than one - ?	4/2/2020 7:31 PM
18	I do both Pro-Bono, Low Bono,	4/2/2020 7:12 PM

### Q10 Do you provide pro bono services through a legal aid organization?

Answered: 48 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	6.25%	3
No	93.75%	45
TOTAL		48

## Q11 How do conflicts of interest impact the clients, or potential clients, that you serve?

Answered: 46 Skipped: 2

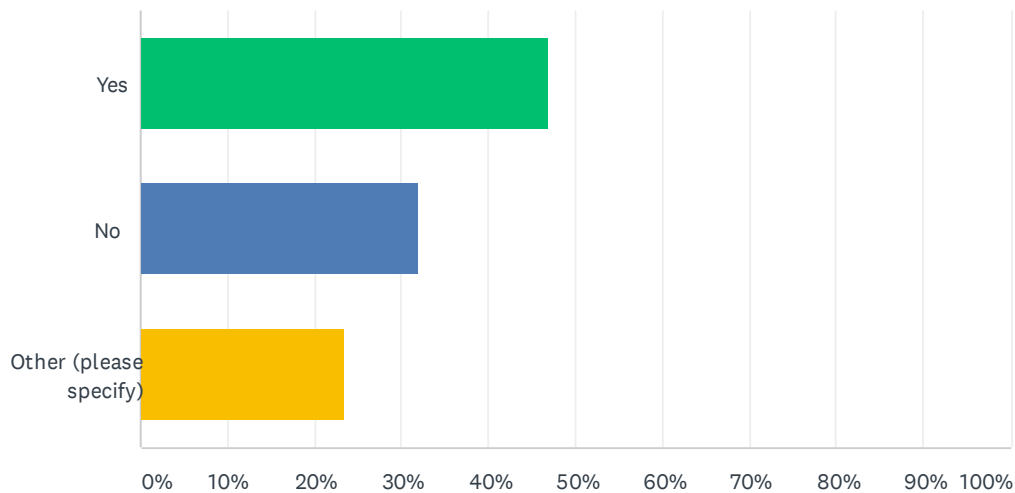
#	RESPONSES	DATE
1	Cost's for clients go up because no local attorneys so have to go to city or attorney has to come here.	5/1/2020 4:44 PM
2	Very rarely in estate planning and probate	5/1/2020 7:34 AM
3	I am the only attorney practicing on Lopez Island, so I need to refer them to someone else in the county.	4/30/2020 5:22 PM
4	not at all	4/30/2020 3:55 PM
5	This question is stupid.	4/30/2020 1:16 PM
6	Few attorneys that practice in the area so there many instances of conflicts of interests.	4/30/2020 12:45 PM
7	What does this mean?	4/30/2020 11:57 AM
8	It happens fairly often that I decline representation because of conflicts. In criminal defense, at least once a month I have to decline because I represent a conflicting party	4/30/2020 11:41 AM
9	N/A. Retired.	4/30/2020 11:36 AM
10	Not much of a problem	4/30/2020 11:17 AM
11	There are only 2 attorneys with private offices in my hometown so people have to drive an hour or more to obtain representation.	4/30/2020 11:01 AM
12	They don't.	4/30/2020 10:59 AM
13	Obviously have to work with attorneys in neighboring towns to deal with it.	4/30/2020 10:55 AM
14	Conflicts are easily resolved by referring them to other attorneys	4/30/2020 10:54 AM
15	not at all	4/30/2020 10:52 AM
16	Most have to be referred out to law firms from out of the area as we have limited lawyers handling matters in our county	4/30/2020 10:50 AM
17	for most areas of law, it is not a major problem as there are other attorneys around. BUT for some areas, it makes potential clients travel quite a distance to find an attorney to help them	4/30/2020 10:38 AM
18	Minimal. Sometimes I have a conflict if I am prosecuting someone I have previously represented in a neighboring county. Other than that, the biggest "conflict" is that I personally know many of my criminal defendants.	4/30/2020 10:33 AM
19	Often have conflicts of interest in primary practice areas. Often take out of county (Clallam) clients	4/30/2020 10:23 AM
20	n/a	4/28/2020 2:05 PM
21	It occasionally results in a referral to another attorney, but i no longer do litigation so that is less frequent than it used to be.	4/8/2020 11:06 AM
22	Issues constantly arise because of how many people I know. A determination has to be made of whether there is a real conflict of interest.	4/7/2020 4:11 PM
23	- in a small rural farm town, depending on the nature of the case, just about everyone has potential conflicts with just about everyone. It's not so much about whether or not there's a conflict as it is about how the conflict is managed;	4/7/2020 12:27 PM
24	They haven't.	4/7/2020 11:30 AM
25	Significant. I have turned down work for a special purpose government due to concerns about conflicting myself out of a lot of future work.	4/7/2020 10:16 AM
26	My office farms out cases with conflicts; they really do not affect my practice.	4/6/2020 12:15 PM
27	It is mainly a challenge in Municipal Court, where I serve as a prosecutor. Sometimes I have to get a "substitute prosecutor" appointed.	4/6/2020 9:56 AM
28	In smaller communities like ours, when potential clients have been represented in the past, they are much more likely to have been represented by one of the few attorneys still practicing in the	4/5/2020 12:27 PM



	area. This can make conflict-free representation difficult or impossible for local attorneys.	
29	They come up and we sometimes have to get attorneys for clients that live out of town/county.	4/4/2020 1:11 PM
30	I sometimes have cases in which I represented a defendant in the past when I did defense work. I inquire, thru the defendant's attorney, if the person will sign a Waiver of Conflict of Interest. I have not received a "no" to date.	4/3/2020 5:05 PM
31	Its terrible when you are the only shop in town.	4/3/2020 1:38 PM
32	I have occasional conflicts of interest.	4/3/2020 11:52 AM
33	Not so much of an issue for me yet, but it has come up. Its a significant issue for those that have practiced here for a long time.	4/3/2020 10:57 AM
34	It means I cannot represent them and they then go elsewhere. It also means that it is wise to look ahead to anticipate conflicts and decline work that may eventually create a conflict, and that can be tricky.	4/3/2020 10:19 AM
35	None	4/3/2020 8:43 AM
36	Daily	4/3/2020 8:15 AM
37	I am currently the conflict & preliminary appearance contract attorney. The main contract was assumed by a Stevens County attorney in 2019. Generally there is no adverse issue of representation unless we are both conflicted out.	4/3/2020 7:50 AM
38	It doesn't happen too much except for land disputes (e.g. farm leases, boundary line disputes, etc.)	4/3/2020 7:48 AM
39	N/A	4/3/2020 7:10 AM
40	Regularly	4/2/2020 7:31 PM
41	No often	4/2/2020 7:12 PM
42	It is the single biggest issue.	4/2/2020 6:25 PM
43	you have to be thoughtful about conflicts in a small community	4/2/2020 5:47 PM
44	Sometimes I must abstain from representation.	4/2/2020 4:36 PM
45	Rarely.	4/2/2020 4:13 PM
46	Because the community is small, I often have conflicts. The biggest impact is in finding a conflict attorney to take those cases I cannot. There aren't many public defenders available.	4/2/2020 4:02 PM

## Q12 When you were starting out, was there a network of practitioners or mentors that you could turn to within your community?

Answered: 47 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	46.81% 22
No	31.91% 15
Other (please specify)	23.40% 11
Total Respondents: 47	

#	OTHER (PLEASE SPECIFY)	DATE
1	other than my firm, not really	5/1/2020 4:44 PM
2	Yes, but I started practicing in another state. There are some other attorneys in my current county and we can turn to each other for advice when needed.	4/30/2020 5:22 PM
3	I have been practicing law for 27 years but started my practice somewhere other than where I now practice. But in the present community there is little to no local network for a beginning attorney	4/30/2020 12:45 PM
4	I was fairly seasoned when I moved here. The network started seeking me out.	4/30/2020 11:41 AM
5	I practiced in another state (Alaska) when starting out.	4/30/2020 11:36 AM
6	N/A	4/30/2020 10:59 AM
7	- no, but as a later career practitioner, I was experienced in other jurisdictions already, so it didn't really matter;	4/7/2020 12:27 PM
8	Not sure.	4/7/2020 11:30 AM
9	I worked with one other lawyer. No network otherwise.	4/3/2020 10:19 AM
10	Practiced 50 years elsewhere before moving here.	4/2/2020 7:31 PM
11	I am an experienced lawyer; there is only one other similarly experienced lawyer nearby	4/2/2020 5:47 PM

**Q13 What tools, people or programs helped you succeed in your practice? How do you go about finding answers to questions that may arise in your practice?**

Answered: 46 Skipped: 2

#	RESPONSES	DATE
1	Research. Ask attorneys in my firm. Ask other attorneys.	5/1/2020 4:44 PM
2	Mostly I had to study the statutes, WSBA practice guides and rely on my general experience. Occasionally I consulted with other practitioners in the area and some were helpful and some not.	5/1/2020 7:34 AM
3	I was fortunate to start practicing in a firm with several other lawyers who are good lawyers and good people. They were very generous with their time and talent, and the senior partner of the firm became my mentor. Invaluable.	4/30/2020 5:22 PM
4	local practitioners; research; national associations; state bar associations	4/30/2020 3:55 PM
5	WAPA	4/30/2020 1:16 PM
6	Mentors, CLE's in the community I began practicing in.	4/30/2020 12:45 PM
7	research	4/30/2020 11:57 AM
8	Westlaw is primary. I scan everything so my entire case load and prior cases are on my computer. I use a homebrew practice management system. I'll talk things over with other lawyers, but nothing formal. CLEs from WDA are invaluable.	4/30/2020 11:41 AM
9	N/A. Retired.	4/30/2020 11:36 AM
10	listservs, CLEs, discuss with colleagues	4/30/2020 11:17 AM
11	None	4/30/2020 11:01 AM
12	I rely entirely on the law firm in Texas for which I provide consulting services.	4/30/2020 10:59 AM
13	I have a small network of attorneys that I work with regularly and am able to reach out when needed. I also belong to a professional/legal association that I work with.	4/30/2020 10:55 AM
14	I was a member of WACDL and WDA, and subscribed to their list serves. Those tools were invaluable to a new public defender.	4/30/2020 10:54 AM
15	I am a senior attorney. I practiced in California for 40 years before moving to Washington	4/30/2020 10:52 AM
16	First it has been my law partner, then networking with lawyers at CLEs, the trial lawyers college, of which I am a graduate, self-help	4/30/2020 10:50 AM
17	Started with a partner, there were other attorneys who were also willing to help, guide, teach, etc. Washington Practice is a great resource, and then I turn to friends around the state	4/30/2020 10:38 AM
18	I contact WAPA or reach out directly to prosecutors in other Counties.	4/30/2020 10:33 AM
19	Informal networking opportunities through the local bar.	4/30/2020 10:23 AM
20	It was over 40 years ago. I consulted with other lawyers, did legal research, and observed in the courtroom.	4/28/2020 2:05 PM
21	list serve and WAELA are very helpful	4/8/2020 11:06 AM
22	In a small town, other lawyers are generally willing to answer questions and share their expertise.	4/7/2020 4:11 PM
23	- depending upon how "succeed" is defined, I've stayed in touch with a few thoughtful practitioners in other jurisdictions -- ME, NY, CA, e.g. -- with whom I can consult. The issues arising aren't usually all that WA specific, actually;	4/7/2020 12:27 PM
24	The WSBA website offered excellent practical information about starting a small practice and I have gathered additional wisdom from a mentor and fellow practitioners.	4/7/2020 11:30 AM
25	I rely on the network I created before moving here.	4/7/2020 10:16 AM
26	The Washington Association of Prosecuting Attorneys. And asking my colleagues questions.	4/6/2020 12:15 PM
27	I was lucky to have two parents who were Judges and/or attorneys. I often just called up attorneys in the area who were knowledgeable. I made a lot of use of Washington Practice.	4/6/2020 9:56 AM
28	Discussing both simple and complex issues with experienced local practitioners helps me	4/5/2020 12:27 PM

	succeed in my practice.	
29	Luckily my parents are both attorneys so I usually go to them. Any of the local attorneys is happy to answer questions. Also listservs for others practicing my type of law.	4/4/2020 1:11 PM
30	A lot of hard work	4/3/2020 5:05 PM
31	Bar association kind of, older practitioners.	4/3/2020 1:38 PM
32	N/A	4/3/2020 11:52 AM
33	at first, a handful of very generous individuals. Now that i have approximately 35 attorneys in multiple states, i am frequently able to reach out within my firm when needed.	4/3/2020 10:57 AM
34	Washington practice! WSBA deskbooks. Other treatises. Talked with the lawyer with whom I practice.	4/3/2020 10:19 AM
35	I practice in a very specialized area so I have a national network of attorneys that I work with and consult	4/3/2020 8:43 AM
36	Westlaw and King County Young Lawyers practice manual	4/3/2020 8:15 AM
37	Research! Research! Research! I've been in practice for 47 years & if I can't find it I consult with other criminal defense attorneys that I respect.	4/3/2020 7:50 AM
38	title companies, court documents, fairly quick and fairly easy access to both land records and court filings is so important to a practice in rural areas	4/3/2020 7:48 AM
39	I reach out to connections in other counties.	4/3/2020 7:10 AM
40	Search my memory.	4/2/2020 7:31 PM
41	Fellow colleagues List-serves	4/2/2020 7:12 PM
42	Good communications and internet research have been most helpful. If I have questions I research case law first.	4/2/2020 6:25 PM
43	35 years of experience	4/2/2020 5:47 PM
44	A local retired lawyer was helpful. For the most part, I have to make it up as I go.	4/2/2020 4:36 PM
45	The internet	4/2/2020 4:13 PM
46	Other attorneys in my community were my biggest support (and continue to be). Also membership in groups such as WACDL. OPD has also been a great resource.	4/2/2020 4:02 PM

## Q14 When approaching retirement, what are your plans for the future of your practice, if any?

Answered: 45 Skipped: 3

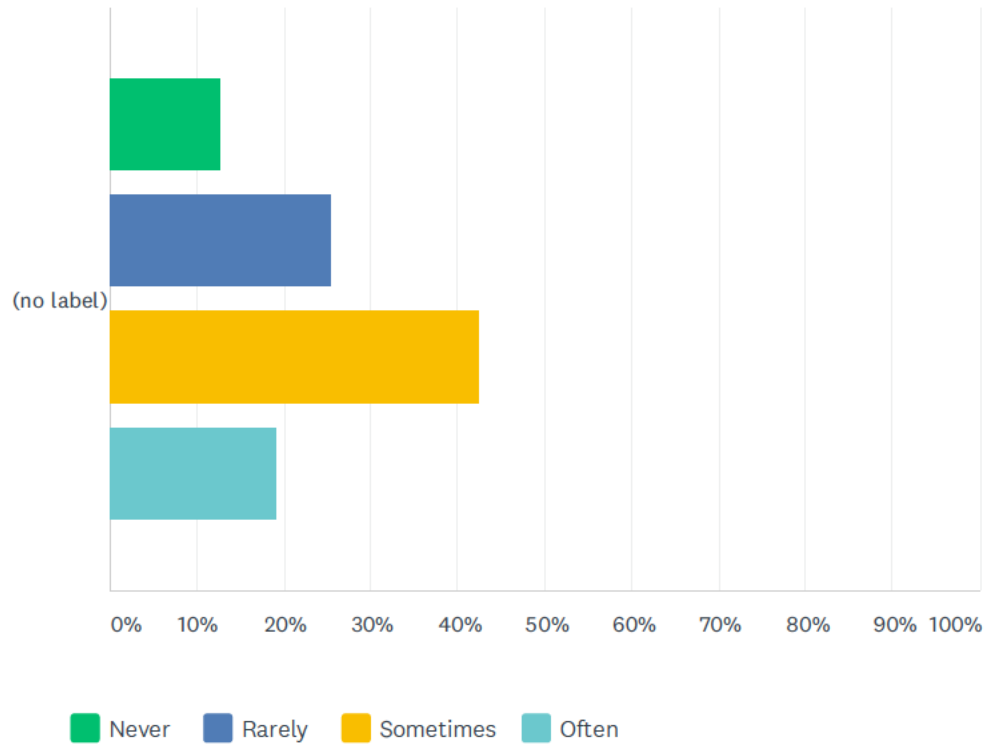
#	RESPONSES	DATE
1	I would expect to pass it on to a younger attorney kind of like they did for me.	5/1/2020 4:44 PM
2	Will just end it. I don't see myself trying to sell it or train up a successor.	5/1/2020 7:34 AM
3	I can't imagine retiring. However, if I have to retire, I will look for someone like me who is looking to practice in a small community and to become part of that community.	4/30/2020 5:22 PM
4	I have an associate and fully intend to have one or more to whom I want to transition the firm; my goal is to provide continuity for at least 2-3 generations; and I think about succession planning just based on my prior orientation coming from a large DC firm with a mandatory age 65 retirement policy (to make room for junior attorneys). I'm firmly opposed to lawyers just working until they die and taking up space and costing a firm a ton of money "playing at practice" while those around them suffer. Very unfortunate to watch play out.	4/30/2020 3:55 PM
5	I am an elected prosecutor. when I retire I doubt if I will continue to practice law.	4/30/2020 1:16 PM
6	I adjunct teach at a local university and hope to do more of that kind of work.	4/30/2020 12:45 PM
7	I sold my practice	4/30/2020 11:57 AM
8	I'm there already. I could retire right now, but I like what I'm doing and plan to continue until I don't. Most of my cases can wrap up quickly so I haven't seen a need for a formal succession plan.	4/30/2020 11:41 AM
9	N/A. Retired.	4/30/2020 11:36 AM
10	It is being sold	4/30/2020 11:17 AM
11	Still have years of practice left	4/30/2020 11:01 AM
12	I'll likely be forced to retire when the principal of my firm retires. It's unclear what I will do then. That's probably a decade or more off.	4/30/2020 10:59 AM
13	I will hope to recruit a replacement.	4/30/2020 10:55 AM
14	I intend to focus on juvenile law and discontinue practicing criminal law.	4/30/2020 10:54 AM
15	continue practicing	4/30/2020 10:52 AM
16	I may choose to pass on the firm to whomever I may partner up with when my current law partner retires or I may chose to close up shop	4/30/2020 10:50 AM
17	practice till I die ... [bitter laugh]	4/30/2020 10:38 AM
18	That is up to the voters of Ferry County!	4/30/2020 10:33 AM
19	I'm 30 off from retirement (even though 80% of the local bar is retirement eligible).	4/30/2020 10:23 AM
20	i have 2 or 3 children that can take over the practice.	4/28/2020 2:05 PM
21	I am nearing retirement... i am 71 now. I would like to sell the practice, however, I have had little or no interest in doing so. I probably would mentor for a 6 month period.	4/8/2020 11:06 AM
22	Wind up my cases. Partner will takeover any that are not finished.	4/7/2020 4:11 PM
23	- I don't really have any to speak of. I don't take on open-ended cases, and there'll be no residual book of business or goodwill value to my operation, nor will there ever be another resident practitioner in Garfield County;	4/7/2020 12:27 PM
24	Retirement is decades away, I cannot plan that far in the future.	4/7/2020 10:16 AM
25	I am a new attorney and the thought of retirement does not currently exist.	4/6/2020 12:15 PM
26	I'm not near retirement	4/6/2020 9:56 AM
27	Practice until I am no longer competent to do so.	4/5/2020 12:27 PM
28	I work on contracts, so no real plan, and it's many years down the line.	4/4/2020 1:11 PM
29	Shut it down	4/3/2020 5:05 PM
30	I am 35 and will probably die at my desk.	4/3/2020 1:38 PM

31	I have no retirement plan.	4/3/2020 11:52 AM
32	limit it to working with clients i like.	4/3/2020 10:57 AM
33	I realize retiring will require a lot of planning and likely be a big hassle. I am far enough out that I have no concrete plans as to how I will handle it.	4/3/2020 10:19 AM
34	None	4/3/2020 8:43 AM
35	Transfer clients to a younger farm background person.	4/3/2020 8:15 AM
36	I'm semi-retired now. My current Ferry County contract expires @ the end of 2021. I do not intend to renew it. I do intend to continue with my OPD contract for 18 appeals/year.	4/3/2020 7:50 AM
37	pass it down to the next generation of lawyers	4/3/2020 7:48 AM
38	N/A	4/3/2020 7:10 AM
39	Wind it down, right here.	4/2/2020 7:31 PM
40	Practice some pro-bono - and low bono	4/2/2020 7:12 PM
41	Practice till I am dead as I need to work to pay the bills.	4/2/2020 6:25 PM
42	sell it	4/2/2020 5:47 PM
43	N/A	4/2/2020 4:36 PM
44	No plans	4/2/2020 4:13 PM
45	Unknown	4/2/2020 4:02 PM



### Q15 How often do you encounter pro se litigants?

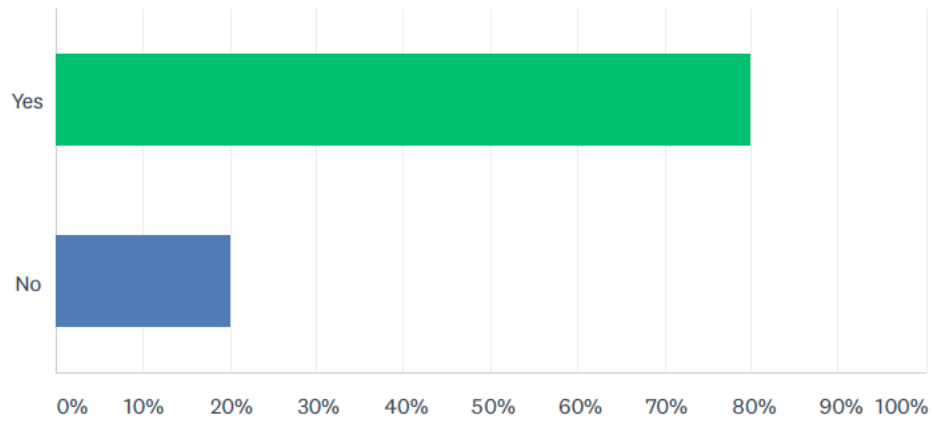
Answered: 47 Skipped: 1



	NEVER	RARELY	SOMETIMES	OFTEN	TOTAL	WEIGHTED AVERAGE
(no label)	12.77%	25.53%	42.55%	19.15%		
	6	12	20	9	47	3.30

## Q16 Have people in your community sought limited legal assistance due to financial restraints?

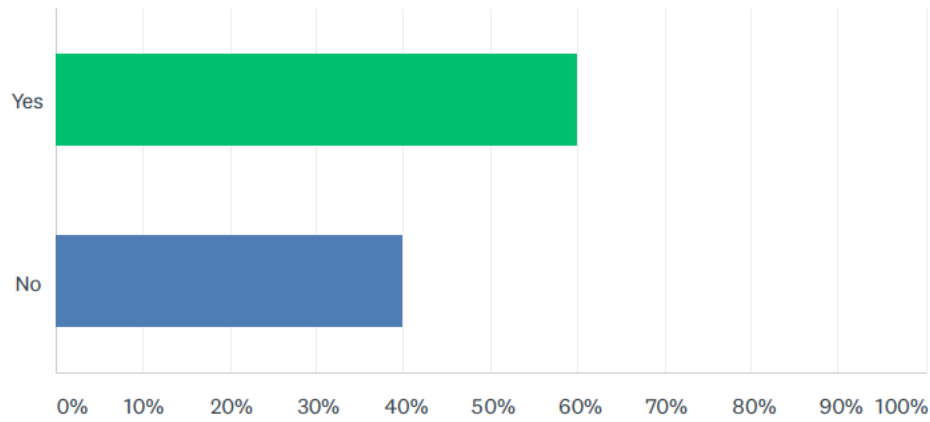
Answered: 45 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	80.00%	36
No	20.00%	9
TOTAL		45

### Q17 When a legal consumer is seeking free help, are there other community services you refer them to?

Answered: 45 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	60.00%	27
No	40.00%	18
TOTAL		45

**Q18 Can you recall a situation where someone attempted to set up practice in your community but could not sustain it? What were the circumstances at play?**

Answered: 43 Skipped: 5

#	RESPONSES	DATE
1	One attorney offices come and go in the rural communities I work in, but without other attorneys in a firm to give advice about how to do things it is hard to make a go of it, and hard to know how to do things. It is also hard to make a go of it if you don't live in and become involved in the community.	5/1/2020 4:52 PM
2	Don't have any info on that. Not aware of any such case.	5/1/2020 7:37 AM
3	Another attorney with family ties to my community did open an office. He did not stay very long.	4/30/2020 5:24 PM
4	I don't know of this occurring, but it could have.	4/30/2020 3:58 PM
5	Not aware of any.	4/30/2020 1:17 PM
6	NA	4/30/2020 12:47 PM
7	no	4/30/2020 11:58 AM
8	Yes, but the reasons were not particularly financial. Younger lawyers coming to this community have left because there is not much of a social life for them. Most of them have been single and moved on to more populous areas.	4/30/2020 11:44 AM
9	All this is N/A. I don't practice although active bar member.	4/30/2020 11:37 AM
10	No.	4/30/2020 11:18 AM
11	I am currently a municipal attorney. The local private attorney recently retired. A new attorney from a neighboring town has opened a part time office, but is not living locally, nor working on site very often. Obviously demand/market conditions come into play, but recruitment of professionals, like attorneys/Drs/Dentists has been very difficult for small towns.	4/30/2020 11:05 AM
12	No	4/30/2020 11:02 AM
13	The two cases that come to mind, the attorneys closed their practice due to personal reasons, not for lack of business.	4/30/2020 10:59 AM
14	unknown	4/30/2020 10:53 AM
15	No I cannot recall such an event	4/30/2020 10:53 AM
16	a few criminal defense attorneys ... struggled. They each moved on.	4/30/2020 10:41 AM
17	No.	4/30/2020 10:36 AM
18	No	4/30/2020 10:24 AM
19	I think those that are willing to work hard, and don't demand a lot of compensation, do just fine.	4/28/2020 2:07 PM
20	No. Well many years ago an attorney had a branch practice, with a one day a week plan to practice here, but he only came about twice and it folded within 6 months.	4/8/2020 11:10 AM
21	New attorneys will have a slow start, but a good attorney will quickly find clients.	4/7/2020 4:14 PM
22	- no, not within memory. It's common knowledge that this local legal services market no longer can support a practitioner who needs a family wage income;	4/7/2020 12:34 PM
23	No.	4/7/2020 10:22 AM
24	N/A	4/6/2020 12:16 PM
25	I can only think of one attorney who fits the question. I believe the problem stemmed from inability to attract clients. In my opinion, this had more to do with the attorney's personality than the lack of opportunities in the community.	4/6/2020 10:27 AM
26	Once or twice - circumstances were basically the same: personal/family issues "drove them out of town." Tarnished reputations can make it difficult or impossible to practice in a small rural community.	4/5/2020 12:36 PM
27	No, there is always plenty of work for anyone willing to move to this small area.	4/4/2020 1:12 PM
28	N/A	4/3/2020 5:07 PM

29	Nope	4/3/2020 1:39 PM
30	Yes, and the reason for failure was a complete lack of understanding of the cordial manner in which local attorneys practice law.	4/3/2020 11:55 AM
31	This would be unsustainable if I didn't practice outside of the county as well.	4/3/2020 11:02 AM
32	No.	4/3/2020 10:21 AM
33	No	4/3/2020 8:44 AM
34	Not happened yet. We have successfully taken over retired or deceased attorneys practices.	4/3/2020 8:16 AM
35	There is currently a young woman who has been in the County for about 1 year. She practice's from home . I have not met her; but did offer to refer people to her by phone. I have no idea how she is doing!	4/3/2020 7:57 AM
36	no.	4/3/2020 7:50 AM
37	Can't recall - but I've only been here five years.	4/2/2020 7:32 PM
38	N/A	4/2/2020 7:14 PM
39	Nope	4/2/2020 6:27 PM
40	a lawyer from Portland (like me) came here but didn't have the business skill to sustain a start up. I purchased an existing practice	4/2/2020 5:49 PM
41	N/A	4/2/2020 4:37 PM
42	No	4/2/2020 4:13 PM
43	Unknown	4/2/2020 4:04 PM

## Q19 What do you think are barriers to enter the legal profession in your community, if any?

Answered: 43 Skipped: 5

#	RESPONSES	DATE
1	Depending on the area of practice, low population results in less legal work.	5/1/2020 4:52 PM
2	Small population - lots of people with limited means.	5/1/2020 7:37 AM
3	I did not experience any barriers. This community welcomed me with open arms.	4/30/2020 5:24 PM
4	It seems lawyers have successfully opened practices here and done well (one from Seattle that is now running for judge has done fine, though not "a local kid"); and others have had trouble but for their own illegal or similar actions, not because of the community. But for a person not from the local area, I would of course expect it to be difficult to "hang a shingle" and have good paying business just walk in the door without significant networking and the usual work a small business has to do to build a reputation and build its business. Lawyers who do not think of themselves as a small business are quite often unsuccessful. A small town lawyer is a small business, plain and simple. The more we teach lawyers that, the more successful -- and wary -- they will be of "going solo" or entering a small, financially depressed market.	4/30/2020 3:58 PM
5	Small rural population.	4/30/2020 1:17 PM
6	Limited resources of the community to pay for legal services, would need to be a "jack-of-all trades" to sustain a practice in this community.	4/30/2020 12:47 PM
7	Lack of money in client base, lack of resources generally to refer clients to. Lack of dynamic social life for young professionals.	4/30/2020 11:44 AM
8	N/A	4/30/2020 11:37 AM
9	None	4/30/2020 11:18 AM
10	Legal Market/Demand. Appropriate Housing (lack of new construction). Lack of economic growth. Low Pay.	4/30/2020 11:05 AM
11	Location	4/30/2020 11:02 AM
12	Barriers here include the loss of our elected judge. This has made things very chaotic in our court system. For criminal law practitioners, new and visiting attorneys become discouraged because of the poor lawyering from the prosecutor's office. We have not been able to keep public defenders because of them.	4/30/2020 10:59 AM
13	Very little local demand for my practice area	4/30/2020 10:53 AM
14	With a limited client base, there is only a need for so many lawyers. Because we are a tourist area we compete with many of the larger I5 corridor firms as that is where many folks are from. In injury cases we have to compete with the advertising on television. So starting a new practice is difficult because of those factors and people tend to trust who they know.	4/30/2020 10:53 AM
15	opening a firm is expensive and far more complicated than people think. Law school does not teach how to be a businessman	4/30/2020 10:41 AM
16	This area is very rural with limited housing, entertainment, and shopping opportunities. People have to REALLY like rural living to move here. Also, for young lawyers with families, it can be difficult for their partners to find employment. For single attorneys, the dating pool is limited!	4/30/2020 10:36 AM
17	Lack of legal jobs in the community. Generally you have to open your own practice or bring a job here. All the goo legal jobs are in Seattle, unless you have your own firm or get one of the few government positions.	4/30/2020 10:24 AM
18	Again, I think if one is willing to start with difficult cases (family law!) and work hard, they can make a living.	4/28/2020 2:07 PM
19	most attorneys who would consider coming here are married and their spouses are not interested in small town living. Also an attorney would be wise to do some criminal law practice but many don't want to do that either.	4/8/2020 11:10 AM
20	No real barriers. A lawyer needs to get involved in the community and get known.	4/7/2020 4:14 PM
21	- much of the higher value client business has long since gone out of town, including across the river to Idaho, where there are many WA attorneys. In addition, daily life in this community lacks appeal to most younger attorneys. Only someone from here who wishes to return could make it work, provided that a trailing spouse / partner would stand still for that;	4/7/2020 12:34 PM



22	I'm not sure, but I speculate that it would be difficult to move here from elsewhere and start a practice because much of the work in this community arises through word of mouth, referrals from practicing lawyers, or personal relationships.	4/7/2020 11:32 AM
23	Lack of a customer base that can afford legal services. I reduced my hourly rate significantly when I moved here.	4/7/2020 10:22 AM
24	The sheer cost. I am \$200,000 in debt solely to student loans.	4/6/2020 12:16 PM
25	There aren't really "firms" to join, so one challenge is just having the infrastructure to get started.	4/6/2020 10:27 AM
26	Client base is small; Potential clients are often unable to pay full price for legal services.	4/5/2020 12:36 PM
27	Not enough work to survive if you are not a prosecutor or on a contract to provide indigent defense	4/3/2020 5:07 PM
28	Lack of Ag knowledge.	4/3/2020 1:39 PM
29	One factor in why younger and inexperienced attorneys do not want to practice in my community is the desire to earn more money in larger communities	4/3/2020 11:55 AM
30	General practice is very difficult because so much of your time is spent learning, not billing, in order to provide competent service. In a smaller population you have to be a general, would be far easier if all i did was a handful of specific practice areas.	4/3/2020 11:02 AM
31	I do not know what the barriers would be to merely entering the profession. It seems it would be easy enough to open an office out of one's home or elsewhere and start taking on work. Doing it successfully is something else.	4/3/2020 10:21 AM
32	small community- limited clients. You would definitely need to have clients from outside the county	4/3/2020 8:44 AM
33	Recruiting to a rural community	4/3/2020 8:16 AM
34	Young attorneys are not interested unless their spouse is interested. Republic is isolated between 2 mountain passes with @ least an hour drive in any direction to a larger city or town. A lack of support services is a major problem. This is due to funding issues since over 80% of the land is tribal or federal.	4/3/2020 7:57 AM
35	willing to live in a small town, need to be part of the community	4/3/2020 7:50 AM
36	Low population. Competition with established legal practices.	4/3/2020 7:11 AM
37	Lack of client base.	4/2/2020 7:32 PM
38	Money Competition WSBA restrictions	4/2/2020 7:14 PM
39	Paying clients is the big one. There are many client who can afford to pay but will bring in counsel from outside of the area.	4/2/2020 6:27 PM
40	not having connections to community	4/2/2020 5:49 PM
41	No, we have 3 lawyers in private practice including myself. Lots of opportunity.	4/2/2020 4:37 PM
42	I have not idea	4/2/2020 4:13 PM
43	Community is small and relatively poor. Not many can afford legal services and those that can are likely to go with more established/known attorneys	4/2/2020 4:04 PM

## Q20 What role, if any, do you see the WSBA playing in addressing legal needs in rural communities?

Answered: 43 Skipped: 5

#	RESPONSES	DATE
1	If there was a way to get some guidance or advice when I have a client with a unique legal issue that is not within my normal practice areas - not sure how WSBA can help with that.	5/1/2020 4:57 PM
2	Incentivize pro bono work	5/1/2020 7:48 AM
3	A state bar should be useful to connect lawyers to people not in their community who can serve their needs not provided in their local community via available technology (especially post-COVID). If the WSBA identified lawyers who are able/willing to take clients from anywhere and work remotely with them; built that list by subject matter expertise; blitzed the bar membership, county commissioners, auditors, assessors, treasurers, libraries, etc. to ensure "connected local people" knew of this WSBA resource (hopefully with a simple to remember web address for clients to get to); and provided a pathway (internet and phone number) for clients to find a way to this group of subject matter experts located throughout Washington; then clients (and elected officials and lawyers) in rural communities may find that they have more resources available to them than they realize.	4/30/2020 4:06 PM
4	Not sure.	4/30/2020 1:19 PM
5	Not sure. Northeast Washington is a long way from Seattle.	4/30/2020 12:50 PM
6	education	4/30/2020 11:59 AM
7	If we could get direction or help improving access to low income services, including behavioral and drug addiction services, plus mental health support, that would be a huge start. Our jurisdiction does not have a drug court or any sort of diversion for the mentally ill. The biggest heartbreak is to have clients with drug related psychosis sitting in jail for minor crimes.	4/30/2020 11:49 AM
8	N/A	4/30/2020 11:38 AM
9	Continuing to research the issue, and developing a plan to promote legal jobs in these areas. Build a free Rural Section. Loans, grants, to attorneys moving into underserved areas. Waive or reduce Bar dues for those attorneys. Promote the need, promote networking.	4/30/2020 11:23 AM
10	Unknown.	4/30/2020 11:20 AM
11	Attorneys cannot afford to practice in rural areas with student loan payments.	4/30/2020 11:03 AM
12	We need public defenders. And some form of civil legal assistance for pro-se civil litigants. I don't know how the WSBA can help with those things.	4/30/2020 11:02 AM
13	I've paid the WSBA several hundred dollars a year for years. I have seen nothing in response other than the legal ability to continue to practice law. If you offer benefits, I have no idea what they are. I get emails about health insurance, which don't help me at all, and reminders to pay and take CLEs. That's the extent of my relationship with the WSBA.	4/30/2020 11:00 AM
14	Facilitate public access to legal services	4/30/2020 10:55 AM
15	I don't know of any. Nearly all of the WSBA's activities take place in the I5 corridor. The outreach for CLEs online has helped. It would be nice for the WSBA to help coordinate with rural courts funding to assist with things like e-filing.	4/30/2020 10:55 AM
16	none	4/30/2020 10:41 AM
17	Education, training.	4/30/2020 10:37 AM
18	Providing low cost online CLEs, network events, and support for solos/small practices.	4/30/2020 10:27 AM
19	There is always a need for more low cost legal services. Not sure if the Bar can help with that.	4/28/2020 2:09 PM
20	I have been at meetings with at least 4 or 5 presidents of the WSBA where I or a different small town attorney nearing retirement has brought up the problem of turning a practice over to a new attorney and the vast scarcity of attorneys who are still practicing. Each president said something like "we know, and we are working on it" ..... I am the only attorney with an office in 7 nearby towns.	4/8/2020 11:16 AM
21	Encourage new lawyers to explore the possibilities of rural communities. I live a good life, make a good income and can go visit the cities for the things they offer.	4/7/2020 4:20 PM
22	- not much of one, really. I'm not even sure there's a problem. In contradistinction to, say, the	4/7/2020 12:45 PM

upper Great Plains, there are plenty of legal services available here, since the distance between towns is not all that great. While there may be some question re. the quality of some of those legal services, there's relatively little real concern around here about that, since the system has over time adjusted its expectations to comport with the quality available. I see it all the time.

23	WSBA should strongly encourage urban attorneys to volunteer in rural areas to shift some of the burden off of the rural attorneys. The WSBA could provide support and equipment for video consultations, for example.	4/7/2020 10:33 AM
24	Reduced bar admission prices for government attorneys, especially those in rural communities.	4/6/2020 12:17 PM
25	I'm not sure, offhand. I will say that there is a perception, fair or unfair, that the WSBA is primarily focused on Seattle stuff. I will also say that there are probably resources offered by the WSBA that most of us aren't aware of.	4/6/2020 10:28 AM
26	Providing grants to create small local legal aid centers and then providing funds to subsidize representation of low-income clients.	4/5/2020 12:43 PM
27	None	4/3/2020 5:08 PM
28	connections to mentors, training on the business side of law.	4/3/2020 1:40 PM
29	None.	4/3/2020 11:56 AM
30	Knowledge resources for the general. Single subscriptions for Westlaw/Lexis that provide the depth in secondary sources necessary for a general is really cost prohibitive. WSBA has excellent resources in their deskbook library, but those are cost prohibitive as well for a single attorney office. Price breaks for access to those sources could help. Other than easier access to knowledge, I can't think of what else WSBA can do.	4/3/2020 11:07 AM
31	I would appreciate it if WSBA put together a website or page on its site showing the pro bono services that may be available statewide and listing how one qualifies for the service, what work the service does, etc. Maybe there is one, but I'm not aware of it.	4/3/2020 10:23 AM
32	Perhaps some services to assist small offices, more free CLEs and such	4/3/2020 8:46 AM
33	Assisting in programs and possibly setting up a rural practice bar group. The listserv is great.	4/3/2020 8:17 AM
34	Quit concentrating on the west side & recognize our issues as to lack of services, distances, funding, etc.	4/3/2020 7:59 AM
35	somehow incentivizing young lawyers to practice in those communities and live there...e.g. reduced property taxes, tuition forgiveness	4/3/2020 7:53 AM
36	WSBA should encourage and incentivize attorneys to open offices in rural communities and/or expand their practices into rural communities.	4/3/2020 7:27 AM
37	Establishment/nurturing legal aid entities.	4/2/2020 7:33 PM
38	WSBA has not been supportive of members at all - I don't see that changing without some very big changes	4/2/2020 7:16 PM
39	Traveling legal clinics with rule 9 interns, new lawyers, and old lawyers who want to help.	4/2/2020 6:29 PM
40	we need more lawyers out here, somehow we need to make rural communities attractive	4/2/2020 5:51 PM
41	I would use free or discounted access to legal databases, forms, etc.	4/2/2020 4:37 PM
42	None.	4/2/2020 4:14 PM
43	Unknown	4/2/2020 4:06 PM

## Q21 What advice do you have for the WSBA as it seeks to support legal services in rural communities?

Answered: 38 Skipped: 10

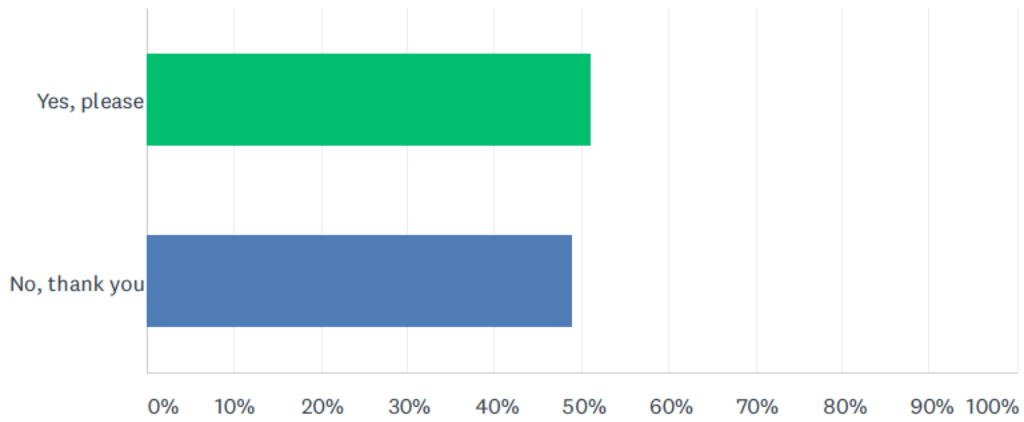
#	RESPONSES	DATE
1	There does not appear to be a feasible way to make it more appealing to lawyers to join rural communities since income opportunities are fairly limited. One has to enjoy the rural lifestyle to practice here.	5/1/2020 7:48 AM
2	See answer to question 20.	4/30/2020 4:06 PM
3	High-lite practitioners from rural areas in the bar journal, instead of always high-liting big city attorneys.	4/30/2020 1:19 PM
4	Good luck and I hope you are successful.	4/30/2020 12:50 PM
5	don't require insurance	4/30/2020 11:59 AM
6	Coordinate resource information. We sometimes, in the heat of the caseload, don't have time to find them.	4/30/2020 11:49 AM
7	None.	4/30/2020 11:38 AM
8	Rural representation at WSBA. Do not reduce the # of board members, while lengthening their terms. Such action seems to promote the very problem with the Bar. Promote civil legal aid regionally. Subsidies for rural attorneys(?). Support the retraction or redraft of standards for indigent defense. These standards have seemingly reduced the number and quality of attorneys willing to do such work.	4/30/2020 11:23 AM
9	Free CLEs, online CLEs. People just really need to want to live in the community in order to make it work. Not much the WSBA can do.	4/30/2020 11:20 AM
10	Legal services such as legal aid need to have offices in every county	4/30/2020 11:03 AM
11	Visit the rural communities and attend a couple law and motion dockets to get an idea of the court culture.	4/30/2020 11:02 AM
12	Mandatory pro bono service by all attorneys provided through WSBA sponsored legal clinics	4/30/2020 10:55 AM
13	We are a different breed of lawyer than our city counterparts. We have broader scope practices because we have to in order to survive. We aren't truly a one size fits all practice.	4/30/2020 10:55 AM
14	Focus on giving solos the tools that they need to succeed, which currently the WSBA does quite well. Another area is better civil training of both the lawyers and judges. My practice is entirely civil and often the judges come from a criminal background and are unable to apply the proper civil standard to the issue. Also, the criminal attorneys often dip their toes into the civil world with a complete disregard for any civil rules of procedure or decorum.	4/30/2020 10:27 AM
15	Search for \$, and search for attorneys willing to put in the time!	4/28/2020 2:09 PM
16	Try and set up a program whereby law students loans would be forgiven and or aggressively try and match up attorneys and existing small town practitioners to take over a practice.	4/8/2020 11:16 AM
17	Some consideration should be given when making decisions as to how this will affect lawyers in small communities.	4/7/2020 4:20 PM
18	- not all that much, really, except to keep an ear cocked for locales in which there really is a legitimate dearth of presentable quality legal services. Since as you know I don't think that applies here, I'd suggest that WSBA be circumspect re. creating solutions in search of problems.	4/7/2020 12:45 PM
19	I run a practice with very little overhead. I've seen colleagues fail at private practice because they think they need billing software, Westlaw, etc. WSBA could provide training and mentorship fostering for low-overhead solo practitioners.	4/7/2020 10:33 AM
20	Don't forget we exist. The problems in Seattle are not representative of the state.	4/6/2020 12:17 PM
21	Monthly online surveys to continually evaluate developments and needs in the target communities. If the WSBA has enough information to make sound funding decisions, lawyers in rural communities may be more likely to get involved (because they can still afford to pass up some full-paying clients if the lawyers know they will be paid for the pro- or low-bono work).	4/5/2020 12:43 PM
22	Rachael Lundmark director@tcvls.org (Thurston County Volunteer Legal Services) is an excellent resource and she works hard to get legal aid services to Pacific County.	4/4/2020 1:19 PM



23	Please do not do so	4/3/2020 5:08 PM
24	there is not a one size fits all and educating young people on the benefits of being outside of large cities.	4/3/2020 1:40 PM
25	None.	4/3/2020 11:56 AM
26	Include Walla Walla as a county in Washington.	4/3/2020 11:07 AM
27	Continue the new focus on assisting practitioners with nuts and bolts of practice and serving their clients. Stop wasting energy on making "policy" from Seattle.	4/3/2020 10:23 AM
28	Get out of the city and come see these small communities	4/3/2020 8:46 AM
29	Good luck	4/3/2020 8:17 AM
30	A panel of attorneys as a resource for legal advice might be a start.	4/3/2020 7:59 AM
31	Looks can be deceiving. A low number of legal practitioners within a community does not necessarily mean that the community does not have access to legal services. For example, Spokane attorneys will take clients in neighboring rural counties which do not have a lot of attorneys. I have seen King County attorneys hired on Adams County criminal cases. And it is very common for Adams County infraction cases to be handled by attorneys from King County. On the flip side, too many pro se litigants are unsuccessfully representing themselves in dissolution and protection order proceedings.	4/3/2020 7:27 AM
32	Keep at it.	4/2/2020 7:33 PM
33	SUPPORT YOUR MEMBERS TO DO WHAT THEY NEED TO DO FOR THE PUBLIC	4/2/2020 7:16 PM
34	Expand the NW Justice Project	4/2/2020 6:29 PM
35	make it economically viable in some way	4/2/2020 5:51 PM
36	See #20.	4/2/2020 4:37 PM
37	Stay out of it.	4/2/2020 4:14 PM
38	Rural communities need more financial support.	4/2/2020 4:06 PM

## Q22 Would you be interested in continuing this dialogue with WSBA staff and leadership?

Answered: 45 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes, please	51.11%	23
No, thank you	48.89%	22
TOTAL		45



## Q23 Name:

Answered: 38 Skipped: 10

#	RESPONSES	DATE
1	[REDACTED]	5/1/2020 4:57 PM
2	[REDACTED]	5/1/2020 7:48 AM
3	[REDACTED]	4/30/2020 5:25 PM
4	[REDACTED]	4/30/2020 1:19 PM
5	[REDACTED]	4/30/2020 12:50 PM
6	[REDACTED]	4/30/2020 11:49 AM
7	[REDACTED]	4/30/2020 11:38 AM
8	[REDACTED]	4/30/2020 11:23 AM
9	[REDACTED]	4/30/2020 11:20 AM
10	[REDACTED]	4/30/2020 11:02 AM
11	[REDACTED]	4/30/2020 10:55 AM
12	[REDACTED]	4/30/2020 10:55 AM
13	[REDACTED]	4/30/2020 10:41 AM
14	[REDACTED]	4/30/2020 10:37 AM
15	[REDACTED]	4/30/2020 10:27 AM
16	[REDACTED]	4/28/2020 2:09 PM
17	[REDACTED]	4/8/2020 11:16 AM
18	[REDACTED]	4/7/2020 4:20 PM
19	[REDACTED]	4/7/2020 12:45 PM
20	[REDACTED]	4/7/2020 10:33 AM
21	[REDACTED]	4/6/2020 12:17 PM
22	[REDACTED]	4/6/2020 10:28 AM
23	[REDACTED]	4/5/2020 12:43 PM
24	[REDACTED]	4/3/2020 5:08 PM
25	[REDACTED]	4/3/2020 1:40 PM
26	[REDACTED]	4/3/2020 11:56 AM
27	[REDACTED]	4/3/2020 11:07 AM
28	[REDACTED]	4/3/2020 10:23 AM
29	[REDACTED]	4/3/2020 8:46 AM
30	[REDACTED]	4/3/2020 8:17 AM
31	[REDACTED]	4/3/2020 7:53 AM
32	[REDACTED]	4/3/2020 7:27 AM
33	[REDACTED]	4/2/2020 7:33 PM
34	[REDACTED]	4/2/2020 7:16 PM
35	[REDACTED]	4/2/2020 6:29 PM
36	[REDACTED]	4/2/2020 5:51 PM
37	[REDACTED]	4/2/2020 4:37 PM



## Q24 E-mail Address:

Answered: 38 Skipped: 10

#	RESPONSES	DATE
1	[REDACTED]	5/1/2020 4:57 PM
2	[REDACTED]	5/1/2020 7:48 AM
3	[REDACTED]	4/30/2020 5:25 PM
4	[REDACTED]	4/30/2020 1:19 PM
5	[REDACTED]	4/30/2020 12:50 PM
6	[REDACTED]	4/30/2020 11:49 AM
7	[REDACTED]	4/30/2020 11:38 AM
8	[REDACTED]	4/30/2020 11:23 AM
9	[REDACTED]	4/30/2020 11:20 AM
10	[REDACTED]	4/30/2020 11:02 AM
11	[REDACTED]	4/30/2020 10:55 AM
12	[REDACTED]	4/30/2020 10:55 AM
13	[REDACTED]	4/30/2020 10:41 AM
14	[REDACTED]	4/30/2020 10:37 AM
15	[REDACTED]	4/30/2020 10:27 AM
16	[REDACTED]	4/28/2020 2:09 PM
17	[REDACTED]	4/8/2020 11:16 AM
18	[REDACTED]	4/7/2020 4:20 PM
19	[REDACTED]	4/7/2020 12:45 PM
20	[REDACTED]	4/7/2020 10:33 AM
21	[REDACTED]	4/6/2020 12:17 PM
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25	[REDACTED]	4/3/2020 1:40 PM
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27	[REDACTED]	4/3/2020 11:07 AM
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33	[REDACTED]	4/2/2020 7:33 PM
34	[REDACTED]	4/2/2020 7:16 PM
35	[REDACTED]	4/2/2020 6:29 PM
36	[REDACTED]	4/2/2020 5:51 PM
37	[REDACTED]	4/2/2020 4:37 PM



## **Washington State Rural Practice Project Outreach Calls Questions**

In the summer of 2020, the WSBA's rural practice project team conducted outreach calls to rural practitioners in Washington state as a follow up to a survey launched in spring 2020. Below is the pre-scripted list of questions the project team asked during those calls. The pre-scripted questions fell into four main categories: 1) about your practice, 2) entering/about your community, 3) unmet legal needs and barriers, 4) resources and next steps.

### **About Your Practice**

- How did you go about starting your practice/practicing in a rural community?
- What would have been helpful for you when starting to practice/practicing in a rural community?
- Do you think a general practice is necessary in a rural community?
- What type of staff support do you have for your practice?
- When you graduated from law school, did you have student loans? If so, how did that impact your decision to work in a rural community?

### **Entering/About Your Community**

- Tell us what it's like practicing in your community? What types of conflicts issues do you encounter, if any?
- What does living in community look like? What is family life like? Do you have a partner or spouse, and if so what do they do?
- Have you ever worked in a more metropolitan/urban community?
- What challenges have you faced working in your community?

### **Unmet Legal Needs and Barriers**

- How often have you provided unbundled legal services or have to get creative in providing legal services to members in your community due to financial restraints?
- What do you think are barriers to enter the legal profession in your community, if any?
- How are you preparing your practice for when you retire? Do you plan to pass your practice on to a family member, sell it , or wind it down?

- Have you considered mentoring/have you mentored an attorney who would take over your practice?
- Would you consider working with/have you worked with an intern from one of the three Washington law schools?
- Are you aware of the Rule 6 Law Clerk program at the Bar? Have you mentored or would you be willing to mentor a lawyer under that program?

### **Resources and Next Steps**

- What role, if any, do you see the WSBA playing in addressing legal practice needs in rural communities?
- How, if at all, do you think law schools could assist in supporting and encouraging rural practice?
- Other states have established a placement program that would incentivize and support practitioners to set up a practice in a rural community. Do you think this approach would be helpful? Welcomed in your community? What barriers would you envision someone in the community through a placement program might encounter?
- How can the WSBA better support rural practitioners?
- Have you used any WSBA resources such as free legal research tools, bar news, ethics line, PMA, etc.?
- Would you be willing to continue the dialogue as we move forward in our efforts?



# WASHINGTON STATE BAR ASSOCIATION

## Preliminary Summary: Washington State Rural Practice Outreach<sup>1</sup> Discussions

*as part of the WSBA Legal Practice in Washington’s Rural Communities Project*

*Updated March 18, 2021 (version 3)*

### Rural Practitioner Outreach Overview:

Dates Video/Conference Calls Conducted:	June 16 – Nov. 9, 2020
Total practitioners that talked with WSBA staff:	20 (82% return)
Counties where practitioners live/practice:	Adams, Asotin, Benton, Chelan, Clark, Columbia, Douglas, Ferry, Franklin, Garfield, Grays Harbor, Grant, Klickitat, Lincoln, Pacific, San Juan, Skamania, Wahkiakum, Whitman

### Washington Law School Outreach Overview:

University of Washington	8/26 (call with Associate Dean of Student and Career Services)
Seattle University	8/10 (Zoom meeting with Director of Access to Justice Institute, Assistant Dean Center for Professional Development, and Externship Program Director)
Gonzaga University	7/2 (Zoom meeting with Assistant Dean of Professional Development)

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<sup>1</sup> This summary contains notes from outreach that was conducted by WSBA staff to practitioners and law school leadership in Washington state. Other outreach has been conducted by staff and other stakeholders, e.g. Washington Young Lawyers Committee, but that information is not included in this summary.

## **Rural Practitioner Outreach Calls - Preliminary Themes:**

In general, all of the practitioners contacted were supportive of WSBA reaching out and working on this topic. Moreover, all of the practitioners spoke openly and candidly with WSBA staff. Some preliminary common themes are as follows:

- **About the Practice**

- Most rural practitioners are either solo practitioners or work as prosecutors.
- Many of the practitioners are from the communities in which they work. Others came from other rural communities throughout the state and country.
- Most solo practitioners have little or no staff support (some exceptions exist in Pacific and Adams/Whitman/Lincoln where family owned and/or consolidated firms exist).
- Most concur that a general practice is necessary, but even then, there are gaps in types of legal services provided. e.g., gaps in family law practice and immigration seem to exist in most rural communities.
- When starting a practice in a rural community, most practitioners agreed it would be helpful to have a mentor to not only help substantively, but to break down barriers of acceptance by the local community.

Most practitioners acknowledge it would be very difficult to start a practice if an attorney is saddled with a large amount of student debt. While student debt wasn't the case for many existing rural practitioners we spoke with, for those with large amounts of student debt, most claimed their debt was not a determining factor in their decision to practice in their community, especially given income based repayment plans.

- **About the Community**

- Communities are small; everyone knows everyone, and people know each other on a first-name basis.
- Much business is acquired by word-of-mouth and through casual conversations outside of the office. Practitioners make contacts by getting involved in the community (hospital board, school activities, city/county boards, coach youth sports, library, etc.).
- It is difficult for a practitioner's spouse to find employment if they are not already connected in the area, though some practitioners thought that given the cost of living, two incomes wasn't always necessary.
- It is very difficult for a practitioner who does not already have a spouse/partner to find a spouse/partner in a rural community.
- Most of the practitioners we spoke with were from the area or a similar small town. They enjoy being a "big fish in a small pond" and could not imagine living in a city. Practitioners have credibility with the community if they are from the area.
- Community members are loyal to their current or family attorney, but would welcome newcomers, especially if the newcomers demonstrate hard work and ethics.
- Most practitioners choose not to practice family law because there is often plenty of work to do in other practice areas, as well as the unique stresses of practicing family law are

not for everyone. As such, there is a great need for family law practitioners in every community.

- Practitioners feel protective of their clients and dislike sending them to other practitioners if a matter is outside their practice area. Practitioners worry about how the client will be treated and how much they will be charged. Most practitioners we spoke with expressed that there is lots of work to do, but that they were “only one person” and couldn’t help everyone.
- Practitioners have to want this rural community lifestyle.
- Several practitioners began with a contract for county defense or guardianship, or with the city as city attorney in addition to starting a solo office.

- **Unmet Needs and Barriers**

- Managing conflicts of interest are common for most practitioners. Often, practitioners may represent both sides (concurrent vs. dual representation); practitioners often have to have clients sign waivers before representation. Many have to refer cases outside their counties/areas. The practitioners we spoke with talked about having a high tolerance for conflicts.
- Generally, while practitioners acknowledged the need for more attorneys in their area, they also said that there is a maximum capacity of how many attorneys the community can support.
- Some practitioners provide unbundled legal services due to client’s financial restraints. Some also get creative in providing legal services (e.g., in exchange for other services as opposed to money, pro bono, etc.).
- Barriers to entering the legal profession in their communities include practice area (e.g., knowledge of agricultural law, lack of family law practitioners), geography, infrastructure (e.g., unreliable internet connection), economic, education, and social issues. Many practitioners indicated they were open to mentoring new attorneys, interns, and APR 6 law clerks. Some indicated concerns about a formal-long term mentorship relationship due to capacity issues. Others were open if it was low-no cost. One practitioner’s firm is currently mentoring two APR6 law clerks.

- **Resources and Next Steps**

- Generally, practitioners need help in recruitment of attorneys to fill vacancies in private and public practice.
- Generally, practitioners believed law schools could help support rural practice by offering internships and/or financial incentives. e.g., lower tuition/loan forgiveness. Moreover, law schools can also help by exposing students to rural/agriculture law practice as well as provide training in setting up a law practice office and aspects of running a business.
- Most practitioners were supportive of a rural placement type program. Some practitioners were familiar with placement programs in the medical profession, but worry that a lawyer’s program may not place someone who would be committed to serving in

the community long-term. However, practitioners stressed that clients can tell if the lawyer is sincere and dedicated to the community.

- Many practitioners have used and value WSBA resources (e.g., legal research tools, Legal Lunchbox, on-demand CLEs, sections, list serves, etc.).
- Some practitioners indicated a need for mentorship and networking resources for those practicing in rural communities.
- Some practitioners suggested WSBA develop/support a rural legal clinic.
- All were willing to continue the dialogue with WSBA.

## Washington State Rural Practice Ideation Brainstorming Sessions Summary

In November 2020, the Washington State Bar Association (WSBA) hosted three brainstorming sessions<sup>1</sup> with various stakeholders to explore potential ways in which WSBA could support rural practice in Washington state. The following is a brief summary of the brainstorming discussions, which identify the common problems discussed and solutions proposed. The information is presented below in no particular order.

- **Problem Statement #1:** How can the WSBA address mitigate the *financial* barriers and challenges to starting and remaining in rural practice?
  - **Potential Solutions to Problem Statement #1:**
    - Loan repayment assistance program and/or other student loan debt relief options
    - B&O Tax
    - Retirement benefits, group health insurance, other ways to offset costs for personnel/running a firm
    - Educate rural law firms about reasonable starting salaries for associates
    - Support legislation to expand access to broadband internet
- **Problem Statement #2:** How can the WSBA help *recruit* practitioners to serve in rural communities?
  - **Potential Solutions to Problem Statement #2:**
    - Pipeline program (high school & college)
    - Incubator/placement program
    - Diploma privilege in lieu of bar exam if a bar applicant agrees to practice in a rural community
- **Problem Statement #3:** How can the WSBA *connect* rural practitioners to the *community*?

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<sup>1</sup> The brainstorming sessions occurred at noon on November 16, November 18, and November 20, 2020. The total amount of unique participants that attended the brainstorming sessions was 41, inclusive of the WSBA's rural practice project team comprised of members from the WSBA Board of Governors, staff leadership from Washington law schools, Washington Young Lawyers Committee members, and staff. Other participants included rural practitioners and leadership from local county bar associations, volunteer legal service providers, tribes, and government agencies.

- **Potential Solutions to Problem Statement #3:**
  - Create a WSBA Rural Practice Section
  - Create WSBA Rural Practice Committee
  - Mentorship
  - Strengthen support and connections with local county bar associations
  - Strengthen support and connections with volunteer legal service providers
  - Leadership development/opportunities for growth programs
  - Develop a “welcoming committee” to meet and greet with those interested in/entering into rural practice
- **Problem Statement #4:** How can the WSBA generate *visibility* about rural practice opportunities and rural communities?
  - **Potential Solutions to Problem Statement #4:**
    - Bar News article(s)
    - Facilitate the process for practitioners selling their practice
    - Emphasize public service
    - Video clips (or other forms of media) of people sharing their stories of what it’s like to live in a rural area
- **Problem Statement #5:** How can the WSBA provide *education and resources* to enter and thrive in rural practice?
  - **Potential Solutions to Problem Statement #5:**
    - Work with/recommend that law schools:
      - Provide students with opportunities to practice in a rural community during law school, e.g., internships, summer associate work, etc.
        - Provide resources for housing, food, and other financial costs associated with moving to a rural area

- Host a Career/Law Day with rural practitioners and law students
- Provide courses in law school for hanging a shingle/benefits of solo practice/entrepreneurship
- Develop an apprenticeship type model
- Practice management resources, e.g. consultations, virtual practice/technology tools
- CLEs

## **Washington State Rural Practice Project Feedback Session Summary**

In March 2021, the Washington State Bar Association (WSBA) hosted three feedback sessions with various stakeholders to evaluate the prioritized solutions the rural practice project team recommends the WSBA should consider in the more immediate term for further exploration. The following is a brief summary of the feedback sessions, which identify the prioritized solutions and the feedback received from stakeholders.

- **Proposed Solution #1 – Establish a WSBA Committee**

- **Feedback for Proposed Solution #1:**

- General consensus that the formation of a committee is a good next step.
- Having one entity serve as the conduit and voice for this initiative to meet, present, and prioritize issues and solutions is good.
- The committee could play a role of facilitating mentorship and connecting with rural practitioners.
- The nature of the challenges and solutions warrant a long term presence at the WSBA.

- **Proposed Solution #2 - Community Education and Outreach**

- **Feedback for Proposed Solution #2:**

- General support for bringing more awareness of the opportunities to serve in rural communities.
  - Historically and currently, there is not much information shared in urban law schools about opportunities in rural communities
  - Post video clips on the WSBA website highlighting rural practice.
  - Whatever the WSBA does in the area of rural practice won't have much of an impact if people don't know about it.
- Important for rural practitioners to share their experiences.
  - Create a bank of rural practitioners that are willing to talk to law students or others considering practicing in a legal community to share the different



opportunities of rural practice e.g. control of schedule, cost of living, leadership opportunities, etc.

- Important to get law students interested in rural practice early on so they can plan.
  - Most rural practitioners have to be general practitioners, but there may be misunderstanding about what a general practitioner means in a rural area.
  - Address “culture” differences in rural communities
    - Some rural folks may not be friendly to “outsiders”.
    - Clear up misunderstandings/perceptions of what rural communities are like, e.g. political landscape, lack of diversity, etc.
  - Focus on what makes rural practice attractive e.g. quality of life and opportunities (e.g., professional, personal, and leadership).
- **Proposed Solution #3 - Pipeline/Placement Program**
    - **Feedback for Proposed Solution #3:**
      - Address the financial impacts and consider exploring scholarships, loan repayment assistance (LRAP) and/or forgiveness programs (LFP).
        - LRAPs and LFPs be successful in other professional fields and those models could work in the legal field, e.g., medical doctors working in community health centers in underserved areas receive financial incentives.
        - Expressed doubts that we would get money from legislature to help. WSBA also does not have the funds for this, but perhaps could provide a stipend. Attorneys already practicing in rural areas may not have funds to cover those debts.
        - Diploma privilege might be worth considering as a way to alleviate some of the financial burden of preparing and taking the bar exam.
          - Some oppose diploma privilege, but instead would propose providing financial assistance to people to pass the bar exam e.g. paying for bar prep courses.

- Provide other financial support e.g. retirement benefits, medical insurance for rural practitioners and their families, etc.
        - Financial/resource assistance may not be enough as some people do not want to live/work in a rural community.
        - B&O tax relief would be nice, but will be minimal—rather the financial focus should be on loan forgiveness.
        - Highlight resources from other sources e.g. American Bar Association
  - Consider funding for law students/Rule 9 interns to work in rural counties during law school.
  - Provide courses in law school on rural law topics, introduction to rural practice, and how to run your own law firm.
  - Intentional mentorship is important, especially for those legal professionals that are not from a rural community.
    - Potential model is the Oregon State Bar, which requires new attorneys to complete a mentorship program with an experienced practitioner.
    - Connect rural and urban practitioners to help with specific issues.
    - Some WSBA Sections may serve as resource.
  - Provide more in depth legal research tools and technical resources for rural practice.
  - Need for more/adequate attorneys in rural areas may be greater if legislature passes a “right to counsel” for eviction cases.
  - In some areas, finding available housing is an issue.
- **Proposed Solution #4 - Job Opportunities<sup>1</sup> and Clearinghouse**

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<sup>1</sup> The feedback sessions occurred at noon on March 22, March 23, and March 25, 2021. The total amount of unique participants that attended the feedback sessions was 22, inclusive of the WSBA’s rural practice project team comprised of members from the WSBA Board of Governors, staff leadership from Washington law schools, and staff. Other participants

- **Feedback for Proposed Solution #4:**
  - Prioritized focus should be on areas where the “legal desert” is in tough shape, e.g., areas where there is only attorney who is about to retire and serves multiple towns/communities.
  - Recruitment, hiring, and retention in rural areas has been challenging.
    - Many open positions remain vacant, even if wages are the same in both rural and urban communities.
    - May be a good idea to connect with the APR 6 program.
    - Focus on recruiting folks with ties to the rural areas, e.g., family.
    - Find ways to support rural practitioners to engage with one another e.g., meetups, encourage establishment and maintenance of local bar associations, list serve, mentorship programs, etc.
- **Additional feedback received:**
  - Focus on “getting boots on the ground” and how to better serve clients in rural communities:
    - Enhance/support virtual court appearances, accessibility to courts and clerk’s offices.
    - Support unified court systems in rural areas.
    - Support development of one electronic filing system.
    - Support one set of local rules for nearby counties.
    - Advocate for internet access.
  - The role of technology:
    - Support the “remote rural practitioner” (someone who serves rural communities but does not live in the community).

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included rural practitioners, leadership from local county bar associations, volunteer legal service providers, and government agencies.

- Concerns that if remote attorney services are promoted, then income to practitioners in that rural community could be jeopardized.
- People in rural communities may not have access to internet/reliable internet or phone service.
- Find ways to help attorneys do their work with minimal/no staff support.
  - Issues in also finding good legal support staff in rural areas.
  - Issues with finding interpreters.

## Washington State Rural Practice Project Prioritized Potential Solutions

In November 2019, the Washington State Bar Association (WSBA) formed a project team to explore ways in which WSBA could support rural practice in Washington state. In November 2020, the project team conducted brainstorming sessions with interested participants to identify possible ways in which the WSBA may support rural practice in Washington state. In March 2021, the project team will host feedback sessions with interested participants about the prioritized solutions the project team recommends the WSBA should consider in the more immediate term for further exploration. Those prioritized solutions are:

- **WSBA Committee:** To ensure institutional resources and continuity, establish a leadership group committed to strengthen and support the practice of law in rural communities throughout Washington state. The committee will guide policy and program development, serve as ambassadors between the WSBA and rural communities, explore and advocate for creative and innovative solutions, and regularly assess the legal landscape in rural communities to determine if WSBA policy, advocacy, and program development need further resource for sustainability and improvements. The project team recommends that the Committee initially focus on the following solutions:
  - **Community Education and Outreach:** Coordinated efforts to educate members and potential members about the unique needs, opportunities, and benefits of rural practice.
  - **Pipeline/Placement Program:** WSBA programming, or WSBA supported/partnered programming designed to build a pipeline of practitioners in rural areas, as well as an incentive program to encourage members to explore a rural practice on a time-limited or multi-year timeframe.
  - **Job Opportunities<sup>1</sup>/Clearinghouse:** Utilizing existing and future WSBA resources to support and highlight job opportunities in rural communities, as well as assisting retiring members with succession planning and buying/selling of a practice.

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<sup>1</sup> The project team is currently interpreting this to mean identifying what opportunities exist and connecting people with those opportunities.