

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | WSBA Office, 1325 Fourth Ave., Ste. 600, Seattle

Saturday, January 11, 2020 | 10:00 a.m.

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

AGENDA

- | | |
|---|--|
| 1. Welcome & Introductions/ Approval of the November WYLC Minutes/ Plan for the Day | Jordan Couch, Chair |
| 2. BOG Update & Discussions | Russell Knight, At-Large Young Lawyer Governor |
| 3. WSBA Updates, Budget, & Nominations | Julianne Unite, Staff liaison |
| 4. Representative Reports/New Representative Report Forms (Comments/Feedback) | Jordan Couch et al. |
| 5. Project Updates/Team Assignments | Jordan Couch/Project Leads |
| 6. Lunch | |
| 7. New Project: Courtroom Attire | Mike Mocerì |
| 8. Project Leads Presentation and Recruitment | Project Leads |
| 9. Awards: ABA Scholarships and PSLA | Emily Ann Albrecht, At-Large member |
| 10. Rapid Evaluation: New Projects | Jordan Couch et al. |
| 11. Adjournment | Jordan Couch |

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.

2019 - 2020 WYLC Meeting Schedule

November 9, 2019	Meeting: 10:00 am	WSBA Offices, Seattle
January 11, 2020	Meeting: 10:00 am	WSBA Offices, Seattle
March 14, 2020	Meeting: 10:00 am	Pierce County or WSBA Offices, Seattle
May 9, 2020	Meeting: 10:00 am	Northwest Region
July 25, 2020	Meeting: 10:00 am	Skamania Lodge, Stevenson
September 12, 2020	Meeting: 10:00 am	WSBA Offices, Seattle

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee | WSBA Office, Seattle, WA
Saturday, November 9, 2019 | 10:00 a.m. – 2:12 p.m.
Meeting Minutes

Present In-Person or Phone: Brian Holden, Brian Neuharth, Catherine Holm (arrived at 10:11 a.m., left at 2:03 p.m.), Chelsie Elliott, Esther Hyun (arrived at 10:11 a.m.), Ian McCurdy, Jordan Couch, Kim Sandher, Laura King, Paula Kurtz-Kreshel, Zachary Davison (left at 12:53 p.m.)

Absent: Alixanne Pinkerton (excused), Benjamin Hodges, Brandon Holt, Emily Ann Albrecht, Maha Jafarey (excused), Molly Winston (excused)

WSBA Staff: Julianne Unite, Lisa Amatangel (left at 10:30 a.m.)

Board of Governors (BOG): Russell Knight (arrived at 11:00 a.m., left at 11:30 a.m.)

Public: Shweta Jayawardhan (left at 11:30 a.m.)

Welcome & Introductions

Jordan Couch, WYLC Chair, called the meeting to order at 10:08 a.m.

WYLC members introduced themselves and answered the icebreaker question: “Would you rather be duck or parrot and why?” After introductions, Jordan went over the meeting agenda.

Open Public Meetings Act

Lisa Amatangel from the WSBA Office of General Counsel provided a presentation to WYLC members on RCW 42.30-Open Public Meetings Act. After her presentation, Lisa left the meeting at 10:30 a.m.

Approval of September Meeting Minutes

Ian McCurdy, WYLC member, reported that he was in attendance at the September meeting minutes and should be included in the list of those present. With that amendment, on motion by Jordan, seconded by WYLC members Brian Neuharth (Brian N.), and abstentions by Brian Holden (Brian H.), Esther Hyun, Laura King, and Paula Kurtz-Kreshel by a majority vote approved the September meeting minutes (7-0-4).

Introductions cont.

Jordan continued with introductions by asking WYLC members to answer two questions: 1) Why are you here; and 2) What do you hope to get from this experience on the WYLC?

Esther responded: “I have been involved with the American Bar Association and the local bar associations in Bellingham. I thought it was a natural next step to get involved with the Washington Young Lawyers Committee. I’d like to advocate for issues that matter to me as a new lawyer and issues that may also matter to other new lawyers.”

Brian H. responded: "To help connect new and young lawyers to valuable resources as they begin their journey into the legal field; I hope to network with other attorneys as well as learn more about the resources WSBA has for all attorneys."

Paula responded: "I was invited by Jordan Couch, member of a firm I really respect. Intrigued by the opportunity for involvement. Leadership, networking opportunities, resume cred, importantly - change or alter the name of the committee to be less ageist."

Brian N. responded: "This is lobbying work for the industry and I have opinions about the industry. Make progress on the issues regarding debt and the rural access the justice question. There's a survey to digest, plans to draft for a possible supplemental public service loan forgiveness program, and connecting with rural communities."

Zachary Davison responded: "Be available to help new and young lawyers transition into the practice of law. It's often a daunting process and the easier we can make that, the better off our profession will be and the better service we can provide our clients. Forge a stronger bond with the KCBA YLD and actually cohost an event with them."

Catherine Holm responded: I am part of the WYLC to be part of the Statewide bar association. As I am not a traditional attorney, it is hard for me to feel "connected" with the legal community both in Thurston County and Washington State. This provides me an opportunity to still stay up to date with things going on, network, and help young lawyers as I was recently in their shoes. I felt like I didn't know where to get the resources, so being able to help when I can has been really rewarding and fun. It's really important to me to participate in WYLC due to the fact that I am a non-traditional attorney. It can be very isolating to be doing something totally different than many other attorneys, even though there are plenty of attorneys working in the legislative process like I am. It is important to be a unique voice and to show a different viewpoint while getting to know other lawyers and issues facing our bar association as a whole. I hope that being on WYLC shows me different viewpoints, educates me on a wide variety of topics, and that I am able to help as many young lawyers as I can as they transition to practice. The first five years are so instrumental in your career, and I want to do whatever I can do help others be the best that they can be.

Laura responded: "I've wanted to join this committee for a long time to meet colleagues. I just moved back to the area. I'm excited to expand my professional network and make friends. I hope to make friends and I hope to give back. I moved across state lines three times since passing the bar and so the issue of developing a professional network as a newbie are dear to me."

Kim Sandher responded: "When I first got out of law school, I felt lost and didn't really know where to go to find a job or meet people etc. Getting involved with WSBA helped me meet people and get a job through the people I met. I joined WYLC to help new and young lawyers get through starting their practice and help them know what resources are out there. It's actually been great for networking as well. Finish out my final year and see some of our projects through."

Chelsie Elliott responded: "I am here because I have a passion for helping new attorneys in the community. I want to be able to hear their concerns directly from them, and talk on the state level about how these concerns are being addressed. I hope to be able to better assist the new attorneys in my community, and bring new ideas to the table on what we can do to make the new attorney experience better."

Ian responded: "I joined the WYLC because I think that young/new lawyers collaborating and sharing information in a non-work environment helps create happier lawyers and increases retention rates in the profession. After law school I was a law clerk for state court judge along with 14 other new lawyers who I saw every day. Sharing experiences with them every day was a great way to learn. When I transitioned to private practice my professional life was more isolated and I missed the interactions with young attorneys. My goal is to help other young attorneys in the region find that similar level of engagement. By being a member on the WYLC I hope to continue to learn from other WYLC members and hear about varying approaches to the practice of law and the challenges that face the legal community."

Jordan responded: "I want to give back and 4 years ago it was close to home. I want to use the WYLC to serve the public and new attorneys tangibly (a lot is ethereal)."

Orientation

Julianne Unite, WYLC Staff Liaison, provided the WYLC with an overview about the WSBA and WSBA committees (*see meeting materials p. 61-70*).

BOG Introduction/Update

WSBA Governor Russell Knight, called into the meeting at 11:05 a.m. Governor Knight introduced himself to WYLC members and said if they have questions or concerns about BOG, to email or call him. Governor Knight further stated that WYLC members may contact any BOG member and encouraged contacting the BOG member in their congressional district. Governor Knight reported that the Washington Supreme court made its recommendations from Bar Structures Work Group (BSWG) to leave the WSBA structure basically unchanged. The BOG will be testifying in the House and Senate this fall about whether any changes should be made to the State Bar Act. One change that could happen regarding Bar structure is how the At-large governor positions are elected. Right now, they WYLC has a lot of authority in the process by making appointment recommendations for the At-large young lawyer member on the BOG. The proposal is to make the At-large young lawyer member elected by all young lawyers in the state. Jordan asked what does Governor Knight thinks is the biggest goal of BOG. Governor Knight replied that the past year has been a tumultuous time and what the BOG wants to focus on is consistency and allowing members to have a voice. Governor Knight also said that hopefully a lot of governance questions and law suits are resolved. Jordan also asked if there are projects coming down the line for the BOG. Governor Knight replied that WSBA President Rajeev's goal is to not make any big changes this year, but to restore level of trust with BOG and practice of law in general.

Jordan asked about Bylaws moratorium. Governor Knight replied that it has been lifted and that the only change is that Bylaw changes are subject to review by Supreme Court. Governor Knight further stated that he is unsure if that means Bylaw changes are subject to Court veto, but at least, it means input. Governor Knight also said that he does not expect major Bylaw changes other than giving more autonomy and power to members.

Governor Knight stated that it is important to let the BOG know what the WYLC is doing. Brian N. asked when Governor Knight will be at WYLC meetings going forward. Governor Knight replied he could attend the Jan. 11 meeting and will try to attend them when he can and that his goal is to attend the meetings via phone or in person.

Brian N. asked if there would be opportunity to talk WSBA business with BOG without violating OPMA. Governor Knight replied that as long as there is no quorum, you could have conversations. Jordan encouraged members to attend at least one BOG meeting and that Jordan will try to attend as many as he can.

Catherine asked who knows their BOG representative. Not all WYLC members indicated they knew their BOG representative. Cat said it was a good idea for those that do not know their BOG representative to invite the BOG member to grab a coffee with the WYLC member so that if WYLC attends a BOG meeting, the WYLC member will have an ally.

Orientation

Jordan presented information regarding new and young lawyers, new member programs, and the WYLC generally (*see meeting materials p. 71-78*).

Lunch Break 12:00-12:34 p.m.

Orientation

Jordan continued to lead the discussion regarding WYLC member roles and responsibilities (*see meeting materials p. 79-82*). Jordan then asked WYLC members about potential changes to the Representative Reports template submitted prior to each meeting. Jordan asked WYLC members what should regional representatives roles be, what should at-large members roles be, and how to fulfill those roles. With respect to regional representatives roles, suggestions included attending local/regional young lawyer events, recruitment, spreading awareness of the WYLC, gathering feedback from the community, utilize alumni/law school connections, attend meetings/events at law schools, involvement with swearing-in ceremonies, and coordinating off-date swearing-in ceremonies. Suggestions for at-large member roles included focusing on social media, ABA-related matters, law schools, out of state members, and Limited License Legal Technicians and Limited Practice Officers. Jordan reported he will redraft the report template based on feedback received.

Subcommittee chairs Presentation and Recruitment 1:08 pm

Jordan presented on the WYLC's goals for the year (*see meeting materials p. 83-95*). After discussion, Jordan proposed getting rid of subcommittees. Julianne pointed out that regardless of what you call it, if done does not include final approval by larger WYLC, still subject to OPMA. Brian N. reported that Debt and New Lawyer Benefits subcommittee always brings their recommendations to WYLC before moving forward.

On motion by Brian N. and seconded by Catherine, the WYLC by unanimous vote approved to sunset all WYLC subcommittees and move towards a project-based team approach (10-0-0).

Julianne clarified that as a result of moving to project based teams, all actions recommended by project-based teams must be approved by the full WYLC at a WYLC meeting. Jordan also clarified that the now former subcommittee chairs will serve as project leads for current projects and that discussion about next steps will continue at the next WYLC meeting.

Important dates/deadlines:

Julianne reported on important dates/deadlines for the fiscal year (*see meeting materials p. 94*). Julianne also pointed out that the WYLC Chair-elect application deadline is still to be determined. The WYLC tentatively suggested that Chair-elect applications should be due on Jan. 31.

Catherine left the meeting at 2:03 p.m.

New Ideas for Next Meeting

Jordan introduced a new way of planning for the next WYLC meeting by accepting brief suggestions from WYLC members through rapid evaluation. Two suggestions were proposed:

1. **Courtroom attire:** Jordan reported that Mike Mocerri (former WYLC Chair) had this idea about courtroom attire and asked if the WYLC should schedule time on a future meeting to invite Mike and others to present. WYLC members agreed.
2. **Student Loans:** Brian N. suggested discussing student loan projects for next meeting.

Adjournment

On motion by Brian N. and seconded by Jordan, the WYLC by a unanimous vote (9-0-0) approved to adjourn the meeting at 2:12 p.m.

WASHINGTON STATE BAR ASSOCIATION

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

October 1, 2019 – September 30, 2020 (FY2020)

OCTOBER 2019			
	<i>Celebrate Pro Bono Week (Oct. 20 – 26)</i>		
	<i>ABA Midyear Meeting Delegate and Scholarship Applications Open</i>		
1	FY2020 Begins		
NOVEMBER 2019			
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
22 - 23	BOG Meeting		WSBA Conference Center – Seattle
DECEMBER 2019			
	<i>ABA Affiliate Quarterly Reports due</i>		
31	<i>ABA Midyear Delegate and Scholarship Award Application deadline</i>		
JANUARY 2020			
	<i>Celebrate mentorship month</i>		
	<i>Committee application cycle opens</i>		
	<i>ABA Annual Meeting Delegate and Scholarship Applications Open</i>		
	<i>Public Service and Leadership Award Applications Open</i>		
11	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
11	<i>Select ABA Midyear delegate/scholarship recipients</i>		
16-17	BOG Meeting		WSBA Conference Center – Seattle
22	MentorLink Mixer	12:00 – 1:30 pm	WSBA Conference Center – Seattle
31	<i>Identify and select chair-elect for FY20</i>		
FEBRUARY 2020			
	<i>2020 committee application cycle closes</i>		
	<i>Identify FY2021 goals and projects for WYLC</i>		
6	Open Sections Night	5:00 – 7:00 pm	WSBA Conference Center – Seattle
12-17	ABA Midyear Meeting		Austin, Texas
MARCH 2020			
	<i>Select new WYLC members</i>		
	<i>ABA Affiliate Quarterly Reports Due</i>		
14	WYLC Meeting	10:00 am – 2:30 pm	TBD, WSBA or Pierce County
14	<i>Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff</i>		
19-20	BOG Meeting		Hotel RL, Olympia
30	<i>WYLC Status Report Due to BOG</i>		
APRIL 2020			
17-18	BOG Meeting		WSBA Conference Center – Seattle
20	WYLC Chair Meeting with BOG Executive Cmte.	TBD	TBD
MAY 2020			
9	WYLC Meeting	10:00 am – 2:30 pm	TBD, Northwest Region
9	WYLC Social	TBD	TBD, Northwest Region
9	<i>Select Public Service Leadership Award Recipients</i>		
9	<i>Select ABA Annual Meeting Delegate and Scholarship Award Recipients</i>		
14-15	BOG Meeting		Bellwether Hotel, Bellingham
JUNE 2020			
	<i>New Committee appointments are made.</i>		
24	<i>Skamania Lodge booking due date</i>		
JULY 2020			
23	BOG Retreat		Skamania Lodge, Stevenson
24-25	BOG Meeting		Skamania Lodge, Stevenson
24	WYLC dinner with the BOG	TBD	TBD
25	WYLC Meeting	10:00 am – 2:30 pm	Skamania Lodge, Stevenson
29 – Aug. 4	ABA Annual Meeting		Chicago, IL

WASHINGTON STATE BAR ASSOCIATION

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

October 1, 2019 – September 30, 2020 (FY2020)

AUGUST 2020			
1-4	ABA Annual Meeting		Chicago, IL
5	Financial Focus CLE	12:30 – 3:00 pm	WSBA Conference Rooms – Seattle
28-29	BOG Meeting		Davenport, Spokane
SEPTEMBER 2020			
	Annual Report Due		
	Identify FY21 project leads		
12	WYLC Meeting	10:00 am – 2:30 pm	WSBA – Seattle
12	WYLC Social	TBD	TBD, Seattle
17-18	BOG Meeting		WSBA Conference Center – Seattle
30	FY2020 Ends/Expense Reports Due		

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OPEN SECTIONS NIGHT 2020

- ▶ **Make connections.**
- ▶ **Expand your network.**
- ▶ **Find community.**

▶ **Attend the popular
OPEN SECTIONS NIGHT!**



WHEN

Thursday,
February 6, 2020
5:00 – 7:00 p.m.

Join a section on site.
Meet section leaders.
Learn how sections can benefit your practice and grow your network.

WHERE

WSBA Conference Center
1325 4th Avenue, Suite 600
Seattle, WA 98101

Newly admitted to the WSBA? Join one section for free in your first year of practice.

RSVP

by January 31, 2020 at
<https://bit.ly/2QF7N8e>

Law student?
Join any section at a reduced rate.

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**WASHINGTON STATE
BAR ASSOCIATION**

Budget Overview & Process

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

About the Budget

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

About the WYLC Budget

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

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

*As of February 28, 2019.

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

Timeline

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

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

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

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

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55266	WYLC Outreach Events	\$ 2,500.00	\$ 96.51	\$ 2,500.00
58525	WYLC ABA Scholarship	\$ 2,500.00	\$ 0	\$ 2,500.00
55270	WYL Committee	\$ 15,000.00	\$ 172.17	\$15,000.00
	Totals	\$20,000.00	\$268.68	\$20,000.00

*As of January 6, 2020.

- Line item 55270 allocates meeting costs, which currently includes two out of Seattle meetings. This cost went down to by 38% since the meeting time on Saturdays moved to start later in the morning. This has helped save on hotel costs. This also includes travel for the ABA District Rep/WYLC Regional Rep to attend ABA YLD Midyear and Annual meetings.
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WSBA mission. The committee must provide clear goals and explanation of what it needs to accomplish these goals.

Any budget change requests to the existing WYLC line items (increase, decrease or shift in how funds will be used) must be made to Julianne Unite by March 14, 2020. This request must include the following information:

1. What is the change/request?	
2. What is the amount? <ul style="list-style-type: none">○ Does this include an overall increase, or are you moving funds from another line item?	
3. How does this fit in the WSBA strategic priorities?	
4. Outcomes or Return on Investment	

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WASHINGTON YOUNG LAWYERS COMMITTEE APPOINTMENT POLICY

2014

(Effective for 2014-2015 Committee Appointments)

Overview of Process

Appointment of the Washington Young Lawyers Committee is governed by the WSBA Committee and Boards Policies, in addition to the information provided below.

New and young lawyers interested in serving on the Washington Young Lawyers Committee shall apply annual through the Committee/Board/Panel application form available each January.

All members of the committee shall be appointed by vote of the Board of Governors. Appointments are generally made the June Board of Governors meeting for service beginning October 1st. Any committee positions remaining open after the June Board of Governors meeting will be filled as soon as possible.

Composition of Committee

In order to assure geographic diversity for purposes of outreach to new/young lawyers, twelve of the committee members should be appointed on the basis of residing or working in one of the following regions:

- Greater Olympia – serving Lewis and Thurston counties
- Greater Spokane – serving Lincoln, Pend Oreille, Spokane and Stevens counties
- King County – serving King County (2 positions)
- North Central – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
- Northwest – serving Island, San Juan, Skagit and Whatcom counties
- Peninsula – serving Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties
- Pierce – serving Pierce County
- Snohomish – serving Snohomish County
- South Central – serving Yakima, Kittitas, and Klickitat counties
- Southeast – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla and Whitman counties
- Southwest – serving Clark, Cowlitz, Pacific, Skamania and Wahkiakum counties

The committee members shall have three year terms, staggered so that one third of the committee member terms end each year.

Group A, beginning in 2015, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Northwest
2. Pierce
3. Greater Spokane
4. North Central
5. At-Large

Group B, beginning in 2016, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Peninsula
2. Greater Olympia
3. South Central
4. King County (1)
5. At-Large

Group C, beginning in 2017, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Southwest
2. Southeast
3. Snohomish
4. King County (2)
5. At-Large

Committee Bar Leaders

The nominating committee of the Washington Young Lawyers Committee will nominate a chair-elect from the committee no later than the December 31 of each year for service beginning October 1. The region of the committee member nominated as chair-elect shall become vacant and the remaining term shall be open for applications during the regular committee recruitment process (which begins in January each year). The chair-elect will serve a three year term as chair-elect, chair, and immediate past-chair.

The nominating committee of the Washington Young Lawyers Committee shall nominate members to the at-large positions based on factors which will achieve the broadest range of diversity and experience possible.



WASHINGTON STATE BAR ASSOCIATION

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WASHINGTON YOUNG LAWYERS COMMITTEE APPOINTMENT POLICY

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~~2014~~
(Effective for post FY202014-2015 Committee Appointments)

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Overview of Process

Appointment of the Washington Young Lawyers Committee is governed by the WSBA Committee and Boards Policies, in addition to the information provided below.

New and young lawyers interested in serving on the Washington Young Lawyers Committee shall apply annually through the Committee/Board/Panel application form available each year (usually in January). Applicants interested in the Chair-elect position must first notify the WYLC Chair and Staff Liaison and also apply through the aforementioned process. [NOTE: If applicant's term does not end that same year, Pam will need to change term in Personify to allow applicant to apply through the online process.]

All members of the committee shall be appointed by vote of the Board of Governors. Appointments are generally made at the June Board of Governors meeting for service terms beginning October 1st. Any committee positions remaining open after the June Board of Governors meeting will be filled as soon as possible.

Composition of Committee

In order to assure geographic diversity for purposes of outreach to new/young lawyers, twelve of the eighteen total committee members should be appointed on the basis of residing or working in one of the following regions:

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- Greater Olympia – serving Lewis and Thurston counties
- Greater Spokane – serving Lincoln, Pend Oreille, Spokane and Stevens counties
- King County – serving King County (2 positions)
- North Central – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
- Northwest – serving Island, San Juan, Skagit and Whatcom counties
- Peninsula – serving Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties
- Pierce – serving Pierce County
- Snohomish – serving Snohomish County
- South Central – serving Yakima, Kittitas, and Klickitat counties
- Southeast – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla and Whitman counties

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JU Updated 1/6/2020

- Southwest – serving Clark, Cowlitz, Pacific, Skamania and Wahkiakum counties

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Other positions on the committee include:

- Chair
- Chair-elect
- Immediate Past Chair
- At-large (3 positions)

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The committee members shall have three-year staggered terms, (except for the positions of Chair, Chair-elect, and Immediate Past Chair), staggered so that one third of the committee member terms end each year. A Chair-elect must be appointed every year.

Group A, beginning in 2014, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Northwest
2. Pierce
3. Greater Spokane
4. North Central
5. At-Large (ABA)

Group B, beginning in 2015, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Peninsula
2. Greater Olympia
3. South Central
4. King County (pos. 1)
5. At-Large (Other constituents)

Group C, beginning in 2016, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Southwest
2. Southeast
3. Snohomish
4. King County (pos. 2)
5. At-Large (Communication/social media)

Committee Bar Leaders Nominations

The nominating committee of the Washington Young Lawyers Committee (consisting of the Chair, Chair-elect, Immediate Past Chair, BOG Liaison, and Staff Liaison) will nominate a Chair-elect from the committee no later than on the December 31-March 5 of each year for service beginning October 1. The region of the committee member nominated as Chair-elect shall become vacant and the remaining term shall be open for applications during the through the regular standard committee recruitment process (which begins in January each year.) After appointment, the chair-elect will serve a total of

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JU Updated 1/6/2020

three years on the Committee: term year one as Chair-elect, year two as Chair, and year three as Immediate Past-Chair.

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The nominating committee of the Washington Young Lawyers Committee shall nominate members to serve in the regional and the At-large positions based on factors which will achieve the broadest range of diversity and experience possible.

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JU Updated 1/6/2020

WASHINGTON YOUNG LAWYERS COMMITTEE
APPOINTMENT POLICY

2020

(Effective for post FY20 Committee Appointments)

Overview of Process

Appointment of the Washington Young Lawyers Committee is governed by the WSBA Committee and Boards Policies, in addition to the information provided below.

New and young lawyers interested in serving on the Washington Young Lawyers Committee shall apply annually through the Committee/Board/Panel application form available each year (usually in January). Applicants interested in the Chair-elect position must first notify the WYLC Chair and Staff Liaison and also apply through the aforementioned process. [NOTE: If applicant's term does not end that same year, Pam will need to change term in Personify to allow applicant to apply through the online process.]

All members of the committee shall be appointed by vote of the Board of Governors. Appointments are generally made at the June Board of Governors meeting for service terms beginning October 1. Any committee positions remaining open after the June Board of Governors meeting will be filled as soon as possible.

Composition of Committee

In order to assure geographic diversity for purposes of outreach to new/young lawyers, twelve of the eighteen total committee members should be appointed on the basis of residing or working in one of the following regions:

- Greater Olympia – serving Lewis and Thurston counties
- Greater Spokane – serving Lincoln, Pend Oreille, Spokane and Stevens counties
- King County – serving King County (2 positions)
- North Central – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
- Northwest – serving Island, San Juan, Skagit and Whatcom counties
- Peninsula – serving Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties
- Pierce – serving Pierce County
- Snohomish – serving Snohomish County
- South Central – serving Yakima, Kittitas, and Klickitat counties
- Southeast – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla and Whitman counties
- Southwest – serving Clark, Cowlitz, Pacific, Skamania and Wahkiakum counties

Other positions on the committee include:

- Chair
- Chair-elect
- Immediate Past Chair

- At-large (3 positions)

The committee members shall have three-year staggered terms, (except for the positions of Chair, Chair-elect, and Immediate Past Chair), so that one third of the committee member terms end each year. A Chair-elect must be appointed every year.

Group A, beginning in 2014, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Northwest
2. Pierce
3. Greater Spokane
4. North Central
5. At-Large (ABA)

Group B, beginning in 2015, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Peninsula
2. Greater Olympia
3. South Central
4. King County (pos. 1)
5. At-Large (Other constituents)

Group C, beginning in 2016, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Southwest
2. Southeast
3. Snohomish
4. King County (pos. 2)
5. At-Large (Communication/social media)

Nominations

The nominating committee of the Washington Young Lawyers Committee (consisting of the Chair, Chair-elect, Immediate Past Chair, BOG Liaison, and Staff Liaison) will nominate a Chair-elect from the committee no later than **March 5** of each year for service beginning October 1. The region of the committee member nominated as Chair-elect shall become vacant and the remaining term shall be open for applications through the standard committee recruitment process. After appointment, the chair-elect will serve a total of three years on the Committee: year one as Chair-elect, year two as Chair, and year three as Immediate Past Chair.

The nominating committee of the Washington Young Lawyers Committee shall nominate members to serve in the regional and the At-large positions based on factors which will achieve the broadest range of diversity and experience possible.

Process for nominating the WYLC Chair-elect

The WYLC begins the nomination process for the chair-elect position as early as December; this in part is due to the timing of committee recruitment and the need to fill targeted regional representation. This is an overview of the process the committee will use to fill the Chair-elect position.

Application Process for Chair-elect position:

WYLC members interested in the Chair-elect position must email the current WYLC Chair and Staff Liaison expressing their interest. After the WYLC Chair and Staff Liaison confirm receipt, the applicant must complete an online application form through their myWSBA.org profile and upload a resume and cover letter.

Nominating the Chair-elect:

The WYLC nominating committee (consisting of the Chair, Chair-elect, Immediate Past Chair, BOG Liaison, and Staff Liaison) will meet to review application materials and nominate the chair-elect for the following fiscal year (FY). The nomination is subject to the approval of the BOG.

WSBA policies and bylaws information on nominating the WYLC chair-elect

Committees and Boards Policy (amended Sept. 2015)

Nominations for open positions on each standing committee and board will be made by a nomination team comprising the chair, vice-chair or chair-elect, staff liaison and BOG liaison, in consultation with WSBA diversity and inclusion staff. In addition, each district-based BOG member may nominate one applicant from his or her district to any committee or board that does not have a continuing member from that district. At large BOG members may, as a group, nominate one applicant to each committee or board.

Note: the Committees and Boards Policy calls out the WYLC as having exceptions (outlined in the WYLC Appointment Policy). The appointment policy does not refer to the makeup of the nominating team (in the appointment policy this is called nominating committee). The nomination team will follow the guidelines of the Committees and Boards Policy.

Washington Young Lawyer committee Appointment Policy (approved 2019)

The nominating committee of the Washington Young Lawyers Committee will nominate a Chair-elect from the committee no later than **March 5** of each year for service beginning October 1. The region of the committee member nominated as Chair-elect shall become vacant and the remaining term shall be open for applications through the standard committee recruitment process. After appointment, the chair-elect will serve a total of three years on the committee: year one as Chair-elect, year two as Chair, and year three as Immediate Past Chair.

Process for selecting WYLC members beginning January 2020

Roles on the nomination team:

The nomination team is made up of the WYLC leadership team, which includes the Chair, Chair-elect, Immediate Past Chair, the Board of Governors (BOG) Liaison, and the Staff Liaison. The leadership team will seek to reach consensus on the person to be nominated for each position. Should a vote need to be taken, there are three total votes that can be cast. The BOG Liaison and Staff Liaison will each have one vote, and the Immediate Past Chair, Chair, and Chair-elect will share the third vote.

When the final selection is made, the Staff Liaison will submit the nominations. There is no limit on alternates that can be nominated and all members of the nomination team should provide the names of people they would like to see listed as alternates.

Positions to fill:

- Chair-elect
- Northwest Region
- North Central Region
- Greater Spokane Region
- Pierce County
- At-Large (ABA)

Assessing applicant qualifications:

Applicants for the WYLC were provided [this volunteer job description](#). It lists preferred qualifications and skills (Qualifications and skills include but are not limited to) as:

- Past volunteer experience
- Dependability
- Collaboration and team work
- Creativity
- Problem-solving ability
- Experience developing new lawyer programs or benefits
- Connection to local YLD or other new lawyer networks

In addition to these qualifications it is valuable to work towards having diverse backgrounds and perspectives represented on the WYLC. The nomination team should take into consideration the strengths of the current WYLC members and what additions would be valuable to the committee. Consideration should include skills needed to be replaced due to folks rolling off the WYLC this year:

- TBD

Any additional qualifications for consideration should be agreed to before discussions of nominees by the nomination team. Any review of materials, request for additional materials, and/or vetting process used should be consistent across all candidates.

FY20 Selection of WYLC Members

Nomination Team Roles:

The nomination team is made up of the WYLC leadership team, which includes the Past Chair, Chair, and Chair-elect, the Board Liaison, and the Staff Liaison. The leadership team will seek to reach consensus on the person to be nominated for each position, in addition to identifying alternatives for positions. Should a vote need to be taken, there are three total votes that can be cast. The Board Liaison and Staff Liaison will each have one vote, and the Past Chair, Chair, and Chair-elect will share the third vote.

When the final selection is made, the Staff Liaison will submit the nominations. All members of the nomination team should provide the names of people they would like to see listed as alternates. There is no limit on alternates that can be nominated.

Positions to Fill:

Region	Counties	Candidates	Status	Nominated
Chair-elect				
Northwest Region	Island, San Juan, Skagit, Whatcom			
North Central Region	Chelan, Douglas. Ferry, Grant, Okanogan			
Greater Spokane Region				
Pierce County				
At-Large (ABA)				

Assessing Applicant Qualifications:

Applicants for the WYLC were provided [this volunteer job description](#). Below is a criteria check list to help the nomination team in selecting committee members.

Criteria	Always (3)	Often (2)	Seldom (1)	None (0)
Understands the various issues facing new and young lawyers				
Works toward promoting diversity and inclusion in the legal profession				

Shows initiative, leadership, and responsibility				
Engages with the legal community				
Establishes collaborative relationships				
Experience with other volunteer leadership roles				
Understands WSBA's Mission and the role of the Bar				

In addition the nomination team should take into consideration the strengths of the current WYLC members and what additions would be valuable to the committee. Consideration should include skills needed to be replaced due to folks rolling off the WYLC this year.

Any additional qualifications for consideration should be agreed to before discussions of nominees by the nomination team. Review of materials, request for additional materials, and/or vetting process used should be consistent across all candidates.

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WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

*Please submit report electronically to the
WYLC Chair Jordan Couch (jordan@palacelaw.com) and
Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

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

Member: Alixanne Pinkerton

Region Represented: South Central

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

1. Attended Yakima County Superior Court Judge's Holiday Party.
2. Attended Yakima County Washington Women's Lawyers Holiday Party.
3. Attended Yakima County Bar Association Holiday Party.

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

1. Junior League of Yakima Empowers Volunteer-a-thon.
2. Co-Sponsor Yakima County Bar Association Monthly Luncheon/CLE.

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

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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WYLC Focus Areas:

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

Member: Brian Holden

Region Represented: Pierce County

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

1. Continued volunteering at Tacoma Pro Bono, where new/young lawyers shadow me periodically
2. Continued training young/new lawyers within my office
3. Spoke with some of my law school peers about what has been the most difficult aspects as they begin practicing law

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

1. Open Sections Night on 2/6
2. N/A
3. N/A

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

1. N/A

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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

Member: Catherine Holm

Region Represented: Greater Olympia

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

1. Met with individuals in my area who are interested in WYLC and ABA scholarships
2. Thurston County Bar association – young lawyers division lunches
3. Connected new lawyers to volunteer services in Thurston County

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

1. N/A
- 2.
- 3.

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

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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WYLC Focus Areas:

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

Member: Chelsie Elliott

Region Represented: Southwest

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

1. Discussion and outreach with new attorneys in the area at Young Lawyer Section and CCBA events.
2. Networking coffee/lunch/happy hours with new attorneys.
3. Discussion and outreach with new attorneys in the area at CCVLP sessions.

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

1. Inns of Court; January 19, 2020, 5:00 pm; Heathen Brewing, 1109 Washington Street, Vancouver, WA 98660
2. Lawyer Talk; January 23, 2020, 5:00 pm; Downtown Vancouver Public Library
3. Family Law Legal Clinic; February 4, 2020; 5:30 pm; Clark County Superior Courthouse

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

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

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

Member: Emily Ann Albrecht

Region Represented: At-Large Representative / ABA YLD District Representative

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

1. Wrote an article for ABA YLD Law students publication about paths to non-traditional/niche practice areas;
2. Spearheaded WDTL Community Service Committee's winter book drive; and
3. Wrote an article for TYL about bouncing back after bar failure.

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

1. Need delegates to YLD Assembly at ABA Midyear in Austin 2/14-16;
2. ABA YLD Spring Conference 2020 will be in Nashville 4/29-5/2;
- and 3. ABA YLD Appointment process to leadership positions begins 12/30/2019 until 2/23/2020.

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

Need ideas for ways to increase interest in ABA scholarship for Annual given low number of applicants for Midyear - even despite increased amount of funding per recipient.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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WYLC Focus Areas:

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

Member: Esther Hyun

Region Represented: Snohomish

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

1. Contacted Snohomish Young Lawyers group for location of their meeting.
- 2.
- 3.

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

1. N/A
- 2.
- 3.

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

EMBRACING Diversity Challenge:

https://www.americanbar.org/groups/young_lawyers/projects/diversity/embracing-diversity-challenge/

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

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

Member: Ian McCurdy

Region Represented: NW Region

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

1. Attended beers and Justice Event in Mt. Vernon on November 13.
2. Had lunch with recent law student graduate beginning bar prep on Nov. 15.
3. Spoke at Courthouse event for prospective new lawyers on Nov. 18

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

1. Need to begin planning May 2020 WYLC Meeting in Bellingham.
- 2.
- 3.

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

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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WYLC Focus Areas:

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

Member: Laura King

Region Represented: At-large

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

1. With respect to connecting members to WSBA programs, I read up on WSBA resources and programs to make sure I know what's available (in addition to previous YLC meeting reports).
2. I thought more about ways of engaging out of state/rural members who can't make it to meetings or networking events. Made plans to coordinate with other at-large rep to discuss social media and law student involvement.
3. With respect to the change in definition of the thinking about proposing a new project geared towards the more expansive definition (inclusive of parents, those with gap years, and more non-traditional paths).

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

1. Military Spouse JD Network
- 2.

3.

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

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

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

Member: Paula Kurtz-Kreshel

Region Represented: King County

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

1. Responding to email requests for information from King County new and young attorneys.
2. Participating in the new/young lawyers listserve.
3. N/A

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

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

N/A – hoping to be more helpful as my experience with the committee grows.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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WYLC Focus Areas:

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

Member: Zach Davison

Region Represented: King County

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

1. Attend local events geared toward new and young lawyers in the King County region. For example, attended King County Bar Association's YLD holiday party.
2. Mentor new and young lawyers in King County region. For example, had lunch and coffee with approximately five (5) new and young lawyers.
3. Continue connecting with new and young lawyers on various social media platforms, including LinkedIn.

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

1. Upcoming law school graduations.

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

None.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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WYLC Focus Areas:

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

Member:

Region Represented: ABA At-Large Rep

1. Are there any ABA YLD initiatives we should know about?

2. Are there any opportunities for collaboration with the ABA YLD or expanding our projects through the ABA YLD?

3. Is there anything you need from the WYLC?

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
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- *serve as a resource for new/young lawyers through outreach and leadership.*

Member:

Region Represented: Social Media/Communications At-Large Rep

1. What are the upcoming publication/speaking opportunities for new & young lawyers?
2. Has there been any significant engagement on our social media?
3. Is there anything you need from the WYLC?

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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WYLC Chair Jordan Couch (jordan@palacelaw.com) and
Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

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

Member:

Region Represented: Other Constituents At-Large Rep (Law students, out-of-state residents, LLLT & LPO)

1. Are there any law school related initiatives or programs we should know about?

2. What has been or should be done to further recruit and include law students in our work?

3. Is there anything you need from the WYLC?

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

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

Member:

Project:

1. What did the project team do in the last 2 months?
2. What does the project team plan to do in the next 2 months?
3. Do you need anything from the broader WYLC to accomplish your next 2 month goal?
4. Anything additional you would like to share?

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

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

Member:

Region Represented:

1. Are there any initiatives with the local young lawyers we should know about?
2. Any recruitment actions were taken in the last 2 months? Were they successful?
3. Any feedback from constituents on WYLC activities?
4. Is there anything you need from the WYLC?

WASHINGTON STATE BAR ASSOCIATION

Scholarship to Attend ABA Young Lawyer Division Meetings

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

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

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

As a scholarship recipient, you will be given the opportunity to represent the interests of new and young lawyers in Washington State at a national level by participating in the ABA YLD Assembly. Attending the ABA meeting will also give you the opportunity to network with other lawyers, attend CLEs, and learn what other states are doing to tackle important young lawyer issues. You will also review and consider ideas and programs to bring back to WSBA and its WYLC. Scholarship recipients are strongly encouraged to attend plenary and closing sessions and at least one block of programming each day. If you are unsure of what to attend, please reach out to your current ABA YLD District Representative (Emily Albrecht: emilyalbrechtattorney@gmail.com) or current WYLC Chair (Jordan Couch: jordan@palacelaw.com).

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

Scholarship for Midyear: There will be five \$250 scholarship awarded to a new and young lawyer to attend the ABA midyear meeting in Austin, TX on February 14-16, 2020. The scholarship will come in the form of a reimbursement.

Scholarship for Annual: There will be five \$250 scholarships awarded to two new and young lawyers to attend the ABA annual meeting in Chicago, IL on July 30 to August 1, 2020. The scholarship will come in the form of a reimbursement.

Responsibilities

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

Requirements to Apply

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

Selection Process

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

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

Application for Scholarship to Attend ABA Young Lawyer Division Meetings

Name: _____

Email: _____

Bar No. _____

Employer: _____

Address: _____

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

<u>Meeting</u>	<u>Dates</u>	<u>Location</u>	<u>Application Deadline</u>
___ Midyear	February 14-16, 2020	Austin, TX	Tuesday, Dec. 31, 2019
___ Annual	July 30 to August 1, 2020	Chicago, IL	Friday, April 30, 2020

Why are you interested in attending this ABA meeting?

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

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

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

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

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

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

Signature _____

Date _____

Please return your completed application by mail or email to: New Member Programs c/o Washington State Bar Association, 1325 4th Ave., Ste. 600, Seattle, WA 98101; Phone: 206.727.8258; Email: NewMembers@wsba.org

Assessing Applicant Qualifications:

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

WASHINGTON STATE BAR ASSOCIATION

Application for Scholarship to Attend ABA Young Lawyer Division Meetings

Name: Guoyan "Carol" Li
 Email: [REDACTED] Bar No. 53559
 Employer: [REDACTED]
 Address: [REDACTED]

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

Meeting	Dates	Location	Application Deadline
<input checked="" type="checkbox"/> Midyear	February 14-16, 2020	Austin, TX	<u>Tuesday</u> Friday , Dec. 31, 2019
<input type="checkbox"/> Annual	July 30 to August 1, 2020	Chicago, IL	Friday, April 30, 2020

Why are you interested in attending this ABA meeting?

This year, I became an ABA member & enrolled under RPPT, Taxation & YLD. After I received my law license in state of Washington in May, 2018, I enrolled in Snohomish & King County Bar, and Asian Bar Association of Washington. And I ~~was~~ became Young Lawyer Liaison for RPPT Section with WSBA. The involvement with different bar association brings me amazing experience and opportunities to learn and grow as a young lawyer. Before I became a member with ABA, I have always enjoyed the good reads & Are you actively involved in any Bar Association programs or projects? If so, please name them and briefly (NEXT PAGE).

describe your involvement, including any positions held:

WSBA Real Property, Probate & Trust Section = Young Lawyer Liaison. Attended Attending EC Meetings, retreats, mid-year conferences, planning events / KCBA Diversity Committee & CLE committee. — Attending EC Meetings, planning CLEs, planning events.

Please list any pro bono participation and/or activities:

1. Snohomish County Legal Services = HJP Volunteer (2018), Family Law Clinic (2018 - present, once a month)
2. King County Bar Association = Record Project (2018 - present)
3. Unemployment Law Project = (2018 - present, OAH hearings)
4. China Information Service Center —
5. Moot Court Judging — UW Law School (2018 - present)

Have you ever attended an ABA YLD Meeting? Yes No

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

NO. I have not attended any ABA meetings before. ~~✗~~ This mid-year meeting will be my first time.

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

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

Signature Guoyan Li Date 12/26/2019

Please return your completed application by mail or email to: New Member Programs c/o Washington State Bar Association, 1325 4th Ave., Ste. 600, Seattle, WA 98101; Phone: 206.727.8258; Email: NewMembers@wsba.org

continued answer for "Why are you interested in attending this ABA meeting?"

... ..
and the resources for ABA website. I truly enjoyed the conferences and events hosted by local bars and state bar of Washington in the past year and half. I would love to attend American Bar Association mid year conference on behalf of Washington State Bar YLC to get to know more peers young lawyers and experienced practitioners. To get to connect with more mentors and bring their ideas and knowledges back to my involvement with local bar associations and state bar and my daily practice.

I have been benefit from attending section mid year conferences to network and learn. ABA meetings will take the ^{WSBA} experience to the next level with broader networks and knowledge. I am proud to be a member of the WSBA YLC and attended ~~several meetings~~ 2 in-person events, one was last year's Tribal court gathering and the other was the award nomination event this year. I hope I can do more for the WSBA YLC, to... .. bring more ideas and knowledge back from ABA meetings. I would like to see how YLD/YLC representatives from other state bars operate... / plan their events.

I received my LLB in Shanghai, China and LLM in Atlanta Georgia and obtained the law license in Pacific Northwest, Washington State. I enjoyed the adventures in the past ^{the} and appreciate every, each opportunity in life. Never stop growing and learning. The Young lawyer liaison experience for RPPT section has been ^{so} great! I still remember the first EC meeting I attended being shy, not knowing how to participate, and now I have gained so much confidence and feeling so comfortable talking to people in the meetings, ... getting to know them and staying in touch with them.

Austin, TX is a beautiful city I have never visited before. And Feb. 12-17, 2020 I will be available... .. traveling there to attend the conference.

I truly hope to become the recipient of the scholarship for 2020 mid year conference. Thank you for your time and consideration!

WASHINGTON STATE BAR ASSOCIATION

Scholarship to Attend ABA Young Lawyer Division Meetings

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

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

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

As a scholarship recipient, you will be given the opportunity to represent the interests of new and young lawyers in Washington State at a national level by participating in the ABA YLD Assembly. Attending the ABA meeting will also give you the opportunity to network with other lawyers, attend CLEs, and learn what other states are doing to tackle important young lawyer issues. You will also review and consider ideas and programs to bring back to WSBA and its WYLC. Scholarship recipients are strongly encouraged to attend plenary and closing sessions and at least one block of programming each day. If you are unsure of what to attend, please reach out to your current ABA YLD District Representative (Emily Albrecht: emilyalbrechtattorney@gmail.com) or current WYLC Chair (Jordan Couch: jordan@palacelaw.com).

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

Scholarship for Midyear: There will be five \$250 scholarship awarded to a new and young lawyer to attend the ABA midyear meeting in Austin, TX on February 14-16, 2020. The scholarship will come in the form of a reimbursement.

Scholarship for Annual: There will be five \$250 scholarships awarded to two new and young lawyers to attend the ABA annual meeting in Chicago, IL on July 30 to August 1, 2020. The scholarship will come in the form of a reimbursement.

Responsibilities

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

Requirements to Apply

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

Selection Process

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

WASHINGTON STATE BAR ASSOCIATION

Application for Scholarship to Attend ABA Young Lawyer Division Meetings

Name: Brian Neuharth _____

Email: _____

Bar No. 50263

Employer: _____

Address: _____

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

<u>Meeting</u>	<u>Dates</u>	<u>Location</u>	<u>Application Deadline</u>
<input checked="" type="checkbox"/> Midyear	February 14-16, 2020	Austin, TX	Tuesday, Dec. 31, 2019
<input type="checkbox"/> Annual	July 30 to August 1, 2020	Chicago, IL	Friday, April 30, 2020

Why are you interested in attending this ABA meeting? I've never been to an ABA meeting and I know we often struggle to find delegates. As chair-elect of the WYLC, I'm interested to know how other states are working for young lawyers, particularly regarding debt management.

Are you actively involved in any Bar Association programs or projects? If so, please name them and briefly describe your involvement, including any positions held: Chair-elect of the WYLC.

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

Occasional work with Tacomaprobono beyond my salaried position, including work with the Housing Justice Project, Family Law Clinics, and the recent Legal Financial Obligation event in Pierce County.

Have you ever attended an ABA YLD Meeting? No

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

Never.

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

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

Signature /s Brian Neuharth

Date 12/31/19

Please return your completed application by mail or email to: New Member Programs c/o Washington State Bar Association, 1325 4th Ave., Ste. 600, Seattle, WA 98101; Phone: 206.727.8258; Email: NewMembers@wsba.org

2019 Deadline:
Saturday, May 4



Washington Young Lawyers Committee Public Service and Leadership Award

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

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

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

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

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

Please complete the questions found on page 2

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

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

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

Additional information:

Submit application and resume to newmembers@wsba.org