WASHINGTON STATE
BAR ASSOCIATION

BOARD OF GOVERNORS MEETING

September 24-25, 2026

Meeting Materials

Spokane, WA
Zoom and Teleconference

Board of Governors Meeting
The Davenport Grand Hotel, Spokane, WA
September 24-25, 2026

WSBA Mission: To serve the public and the members of the Bar, to ensure the integrity of the legal profession, and to champion justice.

ALL ITEMS ON THIS AGENDA ARE POTENTIAL ACTION ITEMS

Thursday, September 24th : Meeting ID: 850 8074 6152 Passcode: 547011
https://wsba.zoom.us/j/85080746152?pwd=K0gau4gTlWpouhenkrYO3DXvKPa1I9.1

Friday, September 25th : Meeting ID: 823 4803 7549 Passcode: 674804
https://wsba.zoom.us/j/82348037549?pwd=cHVKPzA7mtV4gZ5gHfrSfah2gIXOrj.1

To participate by phone, call +1 253-205-0468

THURSDAY, SEPTEMBER 24, 2026

9:00 AM – CALL TO ORDER & WELCOME

☐ **WELCOME**

MEMBER & PUBLIC COMMENT

☐ **MEMBER AND PUBLIC COMMENTS**

CONSENT CALENDAR

☐ **CONSENT CALENDAR**

The purpose of the consent calendar is to efficiently act on items that appear to be non-controversial and will not require discussion. Input on these topics is welcome and can accomplished by (1) sending an email to boardfeedback@wsba.org, (2) contacting a member of the Board, or (3) contacting the Executive Director. Any governor may request that any item be removed from the consent calendar without providing a reason and it will be discussed immediately after the consent calendar. The remaining items will be voted on *en bloc*.

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The WSBA is committed to full access and participation by persons with disabilities to Board of Governors meetings. If you require accommodation for these meetings, please contact accommodations@wsba.org.

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ANNUAL MEETING OF THE WASHINGTON STATE BAR FOUNDATION

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☐ **OPPORTUNITY FOR PREVIOUSLY NOTICED MOTION TO RESCIND A PRIOR ACTION OF THE BOARD TO APPROVE CHANGES TO WSBA ADMISSIONS POLICIES RE DEFINITION OF APPROVED LAW SCHOOL**

SWEARING IN CEREMONY

☐ **SWEARING IN OF FY27 GOVERNORS AND OFFICERS**, Justice Stephen González

5:00 PM – RECESS

FRIDAY, JULY 25, 2026

☐ **MEMBER ENGAGEMENT COUNCIL RECOMMENDATIONS FOR SECTIONS VIABILITY REVIEWS**, Co-Chairs Matthew Dresden and Mary Rathbone, Legal Assistance to Military Personnel Section Chair Stephen Carpenter, Animal Law Section Secretary Holly Crawford, , Liquor, Cannabis, Psychedelics Law Section Chair Aaron Pelley, Liquor, Cannabis, Psychedelics Law Section Secretary Fabiola Jimenez, and Advancement Department Director Kevin Plachy. 366

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AGENDA ITEMS & UNFINISHED BUSINESS CONTINUED

☐ **2027 Keller Deduction**, Director of Finance Tiffany Lynch and Treasurer Nam Nguyen

GOVERNOR ROUNDTABLE

☐ **GOVERNOR ROUNDTABLE**

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☐ **MEETING FEEDBACK: ROSE, THORNS & BUD**

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WASHINGTON STATE
BAR ASSOCIATION

BOARD OF GOVERNORS MEETING MINUTES

Wenatchee, WA

May 1-2, 2026

Call to Order and Welcome

The meeting of the Board of Governors of the Washington State Bar Association (WSBA) was called to order by Immediate Past President Sunitha Anjilvel at 9:02 a.m. on Friday, May 1, 2026. Governors in attendance were:

Matthew Dresden
Kevin Fay
Kristina Larry
Todd Bloom
Nam Nguyen
Allison Widney
Kari Petrasek
Parvin Price
Christopher Bhang
Mary Rathbone
Emily Arneson
Jordan Couch
Alain Villeneuve

Officers and Executive Staff in attendance were President Francis Adewale, Immediate Past President Sunitha Anjilvel, President-Elect Kari Petrasek, Executive Director Terra Nevitt, Chief Communications and Outreach Officer Sara Niegowski, Chief Disciplinary Counsel & Parliamentarian Doug Ende, Chief Regulatory Counsel Renata Garcia, Advancement Department Director Kevin Plachy, Chief Equity & Justice Officer Diana Singleton, General Counsel Laurie Powers, Director of Finance Tiffany Lynch, Deputy Executive Director Dua Abudiab, and HR Director & Chief Culture Officer Glynnis Klinefelter Sio.

Also in attendance were Alec Stephens, Alex Reaganson, Alexander Wisby, Betsylew Miale-Gix, Brian McMahon, Bobby Henry, Catherine Biestek, Catherine Schur, Dan Crystal, Darcel Labo, Andrew Yi, David Ward, George Fearing, Justin Bingham, Kyle Sciuchetti, Nancy Hawkins, Nicole Gustine, Norma Linda Ureña, Julianne Unite, Min Kang, Paris Eriksen, Patrick Malone, Peter Arkison, Rajeev Majumdar, Sophie Ying, and Timothy Allen.

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Immediate Past President Anjilvel commended the legal community's role in fostering public understanding of and trust in the legal system noting President Adewale's concurrent participation in a Law Day event in Olympia. A short film was premiered showcasing the positive impact of the WSBA's Lawyers in the Classroom program. Board members were encouraged to serve as community ambassadors by participating in the pledge drive to have lawyers in classrooms on Constitution Day.

Member and Public Comments

Immediate Past President Anjilvel opened the floor for member and public comments. Alex Reaganson, Chair of the Washington New Members Committee, addressed the Board on behalf of the committee and individually. Mr. Reaganson expressed support for Governor Couch's proposal to remove ABA accreditation requirements for the bar exam, citing the potential to increase diversity in the legal profession and to generate additional licensing fee revenue. He emphasized the importance of eliminating barriers for graduates of non-accredited schools, particularly those from low-income backgrounds.

Consent Calendar

Immediate Past President Anjilvel presented the consent calendar. There being no requests for removal or objections, the items on the consent calendar were adopted by unanimous consent. Governor Villeneuve expressed appreciation for the APEX Award process and encouraged increased member participation in future nominations.

Executive Director's Report

Executive Director Nevitt referred to her written report available in the meeting materials and invited questions. No questions were raised.

Proposed Amendments to APR 3(d), APR 4(d), and WSBA Bylaws Re Score Expiration and Bar Exam Requirement – First Read

Chief Regulatory Counsel Garcia presented proposed amendments to Admission and Practice Rules 3(d) and 4(d), along with corresponding amendments to the WSBA Bylaws, addressing score expiration timelines and bar exam requirements. The proposal was presented for initial Board review. The Board discussed the proposal, and the matter will return to the Board for further consideration.

Proposed Amendments to APR 3(b)(3) Re Common Law Jurisdictions for Bar Exam – First Read

Chief Regulatory Counsel Garcia introduced the first reading of proposed amendments to APR 3(b)(3), which govern qualifications for lawyers from common law jurisdictions to sit for the Washington bar exam. The proposed amendments seek to modernize language that currently references "jurisdictions where the common law of England is the basis of jurisprudence" and to align the active legal experience requirements for internationally trained lawyers with those applicable to U.S.-trained lawyers, who require one year of experience compared to three years currently required of foreign-trained lawyers. Governors expressed support for the changes and suggested further language revisions to encompass lawyers from civil law jurisdictions. Chief Garcia agreed to follow up with Governors and to gather feedback from the admissions team on practical implementation. The matter will return to the Board at a future meeting.

Proposed Amendments to APR 1(e) Re Definition of Active Legal Experience – First Read

Chief Regulatory Counsel Garcia presented proposed amendments to clarify the definition of "active legal experience" for purposes of admission by motion and reactivation of inactive licenses. The current definition was identified as vague and inconsistently applied. The proposal establishes a minimum standard of 1,000 qualifying hours over a 12-month period and explicitly excludes unauthorized practice of law and other specified activities. Concerns were raised that the proposed list of qualifying activities was overly restrictive, potentially excluding positions involving substantive legal work under lawyer supervision that do not formally require a law license. Chief Garcia acknowledged the complexity of establishing clear and enforceable standards and indicated that the feedback would be taken into account. Further review and consultation with the admissions team were proposed before the matter returns to the Board.

Proposed Changes to Admissions Policies Re Definition of Approved Law School – First Read

Chief Regulatory Counsel Garcia presented proposed changes to the definition of "approved law school" for admission to practice in Washington. The proposal would allow graduates of law schools recognized by other jurisdictions for state bar eligibility—in addition to ABA-accredited schools—to sit for the Washington bar exam. Discussion included opinions on the quality of education at non-ABA-accredited institutions and potential impacts on competency standards, as well as the access benefits for first-generation students, working adults, and applicants facing financial or geographic barriers. Supporters noted that graduates of non-accredited schools are already being licensed in Washington through existing pathways. Gov. Rathbone moved to approve the proposed changes to admissions policies re definition of approved law school as presented, with an effective date of September 1, 2026. The motion passed 10 to 1 with one negative vote from Gov. Kevin Fay~~, with three members~~ Governors Alain Villeneuve, Emily Arneson and Thomas Ahearne were not present for the vote.

Proposed Changes to Admissions Policies Re LPO Exam and Repeat Late Filing Deadline for NextGen

Chief Regulatory Counsel Garcia presented two related action items. The first would amend the Limited Practice Officer (LPO) examination schedule by shifting exam dates from February and July to April and October, to better align with applicant schedules and reduce administrative costs. The second would add an additional application deadline for candidates who did not pass the immediately preceding Washington State bar examination, in response to anticipated delays in score delivery associated with the transition to the next-generation bar exam, to avoid penalizing applicants for circumstances outside their control. Gov. Petrasek moved to approve the proposed changes to admissions policies re LPO exam and repeat late filing deadline for NextGen as presented. The motion passed unanimously. Gov. Arneson and Gov. Villenueve were not present for the vote.

Proposed Changes to Committee and Board Policy Re Board of Bar Examiners

Chief Regulatory Counsel Garcia presented a proposal to amend WSBA policy to increase the maximum size of the Board of Bar Examiners from 50 to 75 members. The expansion is intended to ensure adequate capacity for grading and drafting ethics prompts as the WSBA transitions to the next-generation bar exam and the new portfolio evaluation pathway. All Board members continue to be selected through a competitive application process and mandatory training, with scheduling coordinated around preset grading conference dates. Additional costs would be offset by application fees beginning in fiscal year 2027. Gov. Bloom inquired about the necessity of a maximum size limit, which was addressed by emphasizing the importance of structured training and managed recruitment. Gov. Couch moved to approve the proposed changes to committee and

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board policy regarding Board of Bar Examiners. The motion passed unanimously. Gov. Arneson and Gov. Villenueve were not present for the vote.

President-Elect Candidate Interview and Election

The Board conducted the election for the 2026–2027 WSBA President-Elect. Gov. Nguyen was the sole candidate for the position. Gov. Nguyen delivered an opening statement and responded to questions from the Board. Ballots were administered and counted by Executive Director Nevitt, General Counsel Powers, and Chief Disciplinary Counsel Ende via secret electronic ballot. Gov. Nguyen was elected as WSBA President-Elect for 2026–2027.

Governor Candidate Interviews and Elections

The Board conducted candidate interviews and elections for three open Board of Governors seats: District 8, District 7 North, and District 2 (mid-term vacancy). Each candidate was allotted 15 minutes for an opening statement and questions from the Board. Ballots were administered and counted by Executive Director Nevitt, General Counsel Powers, and Chief Disciplinary Counsel Ende, with voting conducted by secret electronic ballot. Candidates not being interviewed were excluded from the proceedings during each respective interview.

District 8

The candidates for the District 8 seat were Timothy Allen, Brian McMahon, Sophie Ying and Makan Shetabi. Aaron Richter had withdrawn from the race prior to the meeting; Makan Shetabi was not present for the interview. Sophie Ying was elected to represent District 8.

District 7 North

The candidates for the District 7 North seat were Alexander Wisby and Norma Linda Ureña. Norma Linda Ureña was elected to represent District 7 North.

District 2 Mid-Term Vacancy

The candidates for the District 2 mid-term vacancy were Kenneth Zirkman, Min Kang, and Peter Arkison. Kenneth Zirkman had withdrawn from the race prior to the meeting. Min Kang was elected to represent District 2 in the mid-term vacancy.

The Board expressed appreciation to all candidates who participated in the interview and election process.

Interim Report from the Oath Review and Drafting Task Force

Task Force Chair Majumdar and Chief Disciplinary Counsel Ende presented an interim report from the Oath Review and Drafting Task Force. The Task Force has been gathering historical documents and academic resources on the development of U.S. oaths of attorney. The task force includes a diverse group of judges, private practitioners, and non-lawyer practitioners, meets monthly, and has achieved high survey response rates from licensed legal professionals and specialty bar associations.

Gov. Villeneuve suggested that the revised oath reflect Washington State's unique legal and constitutional history and its relationship with tribal nations.

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Special Meeting of the Washington State Bar Foundation: Approve Appointment of New Trustee

The Board convened a Special Meeting of the Washington State Bar Foundation. Foundation Board President Anderson presented a proposal to appoint Audrey Tran, a second-year law student, as the new law student trustee on the Washington State Bar Foundation Board of Trustees. The foundation has historically maintained a designated law student trustee position; Ms. Tran's term would run through her graduation. Gov. Petrasek moved to approve the appointment of Audrey Tran to the Washington State Bar Foundation Board of Trustees. The motion was passed unanimously. Mr. Anderson also noted that a public member trustee vacancy exists on the foundation board and that efforts to identify a qualified candidate are underway.

RECESS

There being no further business for the day, the meeting recessed at 4:00 p.m. on May 1, 2026.

SATURDAY, MAY 2, 2026

Call to Order

The Board of Governors reconvened on Saturday, May 2, 2026, at 9:03 a.m. at the Wenatchee Convention Center, with President Adewale presiding.

President's Report

President Adewale opened with a call to action for legal practitioners across Washington to participate in Constitution Day programs on September 17, 2026, encouraging Board members to lead by example as community ambassadors by being present in classrooms in their respective districts. President Adewale also noted the upcoming joint column with Executive Director Nevitt in Bar News and provided updates on ongoing Law Day activities.

Final Report from the Member Well-Being Task Force

Task Force Chair Bingham, joined by Task Force Members Labo and Sciuchetti, Member Wellness Program Manager Crystal, and Advancement Department Director Plachy, presented the Member Well-Being Task Force's final report following two years of work. The report addressed systemic well-being challenges across the legal profession and put forward actionable strategies to improve lawyer well-being.

Gov. Arneson moved to accept the Final Report from the Member Well-Being Task Force and to task relevant staff with implementing next steps, including bringing policy questions and updates back to the Board. The motion passed unanimously. Gov. Fay and Gov. Villenueve were not present for the vote.

Proposed Client Protection Fund Assessment for 2027 and 2028

Treas. Nguyen and Director of Finance Lynch presented the proposed Client Protection Fund Assessment for 2027 and 2028. The Client Protection Fund protects clients from financial loss resulting from dishonest conduct by lawyers and is supported by WSBA's active attorney, Limited License Legal Technician, House Counsel, Foreign Law Consultant, and pro hac vice members. The fund currently holds approximately $5 million. The Client Protection Board recommended a $5 assessment for both 2027 and 2028. The Budget and Audit Committee reviewed this recommendation and proposed a modification: no assessment for 2027 and

a $5 assessment for 2028, based on the current fund balance and the absence of any immediate threat to the fund's solvency. Gov. Petrasek moved to approve the Budget and Audit Committee's recommendation of a $0 assessment for 2027 and a $5 assessment for 2028. The motion passed unanimously. Gov. Fay and Gov. Villenueve were not present for the vote. The recommendation will be forwarded to the Supreme Court for final determination.

Proposed Changes to General Rule 9 (GR 9)

Court Rules and Procedures Committee Chair Yi and Administrative Office of the Courts staff attorney Ward presented proposed changes to GR 9, which governs Supreme Court rulemaking. The principal proposed change would move the deadline for submitting rule changes from October 15 to September 1, providing additional time for stakeholders, including the WSBA, to offer pre-publication comments to the Supreme Court.

Chair Yi proposed that the Board delegate limited authority to the Court Rules and Procedures Committee to conduct initial technical pre-screening of proposed rules prior to their publication for public comment. This screening would be confined to identifying typographical and grammatical errors and would not encompass substantive review or comment on behalf of the WSBA. Discussion ensued regarding the need for a formal charter to define the committee's authority and accountability when acting in this capacity. Gov. Arneson and Chair Yi agreed to work with staff liaison Gustine to develop appropriate guidelines, to be presented at the July meeting. Comments on the proposed GR 9 changes are due by June 1, 2026.

Governor At-Large Election

DEI Council Co-Chairs Gov. Larry and Alec Stephens presented the Council's report on the at-large governor election. The Council evaluated five candidates—following one withdrawal—using a structured rubric and recommended two finalists for placement on the member ballot. Executive Director Nevitt addressed the election timeline under the WSBA Bylaws and the appropriate process for managing any changes in candidate status prior to the election. Gov. Bhang moved to accept the DEI Council's recommendation to advance Tom Ahearne and Sophie Ying to the ballot for the at-large governor position. The motion passed unanimously, with one abstention.

Executive Session

The Board entered executive session at 11:07 a.m. to receive and discuss legal advice regarding litigation involving mandatory bar associations and the Keller deduction, as a follow-up to prior executive session discussions in November 2025 and March 2026, and to discuss the WSBA's future strategy with respect to the Keller deduction in 2027 and beyond. The session concluded at 11:56 a.m. and the Board returned to public session.

Governor Roundtable

Gov. Price requested an update on Department of Justice rulemaking. Chief Disciplinary Counsel Ende reported that the WSBA's public comment on the DOJ's rulemaking proposal had been timely submitted and

publicly posted, following a delay in posting evidently attributable to an exceptionally high volume of submissions received by the Department.

Gov. Dresden, co-chair of the Member Engagement Council, updated the Board on the section viability review process currently underway for three sections: the Legal Assistance and Military Personnel Section, the Liquor, Cannabis, and Psychedelic Section, and the Animal Law Section. Gov. Dresden noted that presentation of recommendations to the full Board has been delayed to September.

Gov. Bhang highlighted the upcoming National Mock Trial Competition in Des Moines, Iowa, and expressed support for Seattle's University Prep High School team competing at the national level.

Meeting Feedback: Rose, Thorns & Bud

Governors participated in a meeting feedback session using the Rose, Thorns & Bud format. Positive feedback was extended to the meeting hosts in Wenatchee and to President Adewale for his leadership in chairing the meeting. Areas for continued attention and future planning were noted, including coordination of the July retreat, which will be led by President-Elect Petrasek.

ADJOURNMENT

There being no further business, President Adewale adjourned the meeting at 12:02 p.m. on May 2, 2026.

Respectfully,

Terra Nevitt
WSBA Executive Director & Secretary

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Board of Governors Meeting – Motions List
Olympia, WA
May 1-2, 2026

- **Approve the Consent Calendar:** Adopted by unanimous consent.
- **Approve Proposed Changes to Admissions Policies Re Definition of Approved Law School (Effective September 1, 2026):** Passed with one negative vote; three members not present.
- **Approve Proposed Changes to Admissions Policies Re LPO Exam and Repeat Late Filing Deadline for NextGen:** Passed unanimously; three members not present.
- **Approve Proposed Changes to Committee and Board Policy Re Board of Bar Examiners:** Passed unanimously; three members not present.
- **Elect Nam Nguyen as WSBA President-Elect for 2026–2027:** Elected unanimously by secret ballot.
- **Elect Sophie Ying as District 8 Governor:** Elected by secret ballot following a runoff election.
- **Elect Norma Linda Ureña as District 7 North Governor:** Elected by secret ballot.
- **Elect Min Kang as District 2 Governor (Mid-Term Vacancy):** Elected by secret ballot.
- **Approve Appointment of Audrey Tran to the Washington State Bar Foundation Board of Trustees:** Passed unanimously.
- **Accept the Final Report from the Member Well-Being Task Force and Task Staff with Implementation of Recommendations:** Passed unanimously; three members not present.
- **Approve Client Protection Fund Assessment ($0 for 2027 and $5 for 2028):** Passed unanimously; three members not present.
- **Approve DEI Council Recommendation to Advance Tom Ahearne and Sophie Ying to the At-Large Governor Ballot:** Passed unanimously, with one abstention.

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WASHINGTON STATE
BAR ASSOCIATION

BOARD OF GOVERNORS MEETING MINUTES

Tulalip, WA
July 24-25, 2026

Call to Order and Welcome

The meeting of the Board of Governors of the Washington State Bar Association (WSBA) was called to order by President Francis Adewale at 9:00 a.m. on Friday, July 24, 2026. Governors in attendance were:

Matthew Dresden

Kevin Fay

Kristina Larry

Todd Bloom

Nam Nguyen

Allison Widney

Kari Petrasek

Christopher Bhang

Mary Rathbone

Emily Arneson

Jordan Couch

Alain Villeneuve

Officers and Executive Staff in attendance were President Francis Adewale, Immediate Past President Sunitha Anjilvel, President-Elect Kari Petrasek, Executive Director Terra Nevitt, Chief Disciplinary Counsel & Parliamentarian Doug Ende, Chief Communications and Outreach Officer Sara Niegowski, Chief Regulatory Counsel Renata Garcia, Advancement Department Director Kevin Plachy, Chief Equity & Justice Officer Diana Singleton, Director of Finance Tiffany Lynch, Deputy Executive Director Dua Abudiab, IT Director Bijal Karia, and General Counsel Laurie Powers.

Also in attendance were Alex Reaganson, Ariel Cook, Mason Ji, Darryl Colman, Henry Phillips, Chris Swanson, Mark Fucile, Michele Carney, Janta Steele, Chelle Gegax, Andrew Yi, Nancy Hawkins, Min Kang, Steve Crossland, Evan Pham, Dean Tamara Lawson, Dean Martin Pritikin, Peter Arkison, Owen Vanderkolk, Russ Preichel, Kim Loges, Dean Anthony Varona, Joanne Boyd, Paris Eriksen, Julianne Unite, Darcel Labo, Suzi Segulja, Alena Wolotira, Alejandro Villacorta, Marie Higuera, Sarah Maginnis, Ramana Pendalaya, Sanjay

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Walvekar, Szilvia Szilagyi, Sophie Ying, Norma Linda Ureña, Marie Trombley, Bobby Henry, Adelaine Shay, Margeaux Green, Agnieszka McPeak, Associate Dean Dallan Flake, Bart Parsley, Hannah Stone, Kellye Testy, Noah Baetge, Melissa Campos-Castaneda, and Carolyn MacGregor.

President Adewale opened the meeting on the ancestral lands of the Snohomish people and the Tulalip Tribes, offering a land acknowledgment recognizing their sovereignty and the enduring importance of their cultural heritage. Chairman of the Tulalip Tribes, Hazen Shopbell was invited to deliver an invocation and shared a personal reflection on the significance of tribal traditions and the shared commitment to justice that connects the Tulalip community and the legal profession. Tate London, a WSBA Member and Executive Director of Law and Justice for the Tulalip Tribes, welcomed the BOG and WSBA to Tulalip, sharing his longstanding connection to the WSBA and to the Tulalip resort, and expressed the Tribes' gratitude for the Board's presence.

Member and Public Comments

President Adewale opened the floor for member and public comments. Kesten Grohl and Aslan Malik advocated for an amendment to APR 11 to allow legal professionals to earn MCLE credit for judging and evaluating mock trial events, emphasizing the educational value of these programs in developing trial advocacy skills and civic engagement with the legal system. UW Law Dean Tamara Lawson and Seattle U Law Dean Anthony Verona, expressed concerns about the Board's May 2026 decision to expand the definition of "approved law school" to include state-approved but non-ABA-accredited institutions, which would allow students from those institutions to also take the WA bar exam. They urged the Board to allow additional time for deliberation and to consider the potential for predatory practices at some non-ABA-accredited institutions. Dean Martin Pritikin of Purdue Global Law School expressed support for the expanded policy, citing his school's track record in other jurisdictions and the access to justice benefits for students from diverse and underserved backgrounds. Janta Steele and Marie Trombley also spoke in favor of the expanded definition, emphasizing the importance of non-traditional pathways to the legal profession. Kelly Testy, CEO of the Association of American Law Schools and former dean at Seattle University and the University of Washington, urged the Board to step back and engage more broadly before proceeding with the proposed change to the definition of an approved law school. Ms. Testy acknowledged the Board's authority to act but encouraged a more inclusive process that incorporates the perspectives of Washington law school deans and other stakeholders, expressing confidence that a deliberate, evidence-based approach would lead to a sound outcome Associate Dean Dallan Flake of Gonzaga University School of Law and others urged the Board to exercise careful discernment and gather additional data before proceeding with implementation. Denise Diskin of Columbia Legal Services addressed the Board regarding the conduct of the Lozano Immigration Law Firm and requested a transparent audit and immediate action to support affected former clients of Lozano.

Consent Calendar

President Adewale presented the consent calendar. The May 1–2, 2026, Board of Governors Meeting Minutes were removed from the consent calendar at the request of a governor. Gov. Couch moved to approve the remaining consent calendar items. The motion passed unanimously.

May 1-2, 2026 Board of Governor Meeting Minutes

Gov. Villeneuve requested that the May meeting minutes reflect the roll call vote conducted on the admissions policy change at that meeting and Gov. Fay requested that the minutes reflect that the proposal was presented for a first read. Approval of the minutes was postponed to the next meeting to allow for the necessary corrections.

President's Report

President Adewale encouraged continued collaboration and open dialogue among governors as the Board engaged with complex and consequential agenda items and emphasized the importance of ensuring that diverse voices within the membership are heard and considered in policy deliberations.

Executive Director's Report

Executive Director Nevitt referred to her written report available in the meeting materials.

Approve Proposed Amendment to the Admissions Policies Re Definition of Approved Law School

Chief Regulatory Counsel Garcia presented technical amendments to the admissions policy change adopted by the Board in May 2026, which expanded the definition of "approved law school" to include institutions recognized by other jurisdictions for bar exam eligibility in addition to ABA-accredited schools. The proposed technical amendments sought to clarify the policy language, including replacing the term "recognized" with "approved or accredited" to reduce ambiguity, specifying that the law school must be approved at the time the applicant's J.D. degree was conferred, and clarifying that the degree must satisfy the requirements for bar exam eligibility in another U.S. jurisdiction. The Board took additional public comment and discussed the technical amendments, as well as the standards and implementation implications of the underlying policy change. Gov. Couch moved to approve the technical amendments. The motion passed with seven votes in favor and four against. Gov. Rathbone was not present for the vote.

Gov. Arneson moved to amend the effective date of the policy from September 1, 2026, to January 1, 2027, to allow additional time for review and implementation planning. The motion failed with five votes in favor and six against. Gov. Rathbone was not present for the vote.

The Board entered executive session at 12:50 p.m. to receive and discuss legal advice regarding the admissions policy matter, as permitted by WSBA Bylaw Article 7.7(A). The executive session concluded at 1:00 p.m. and the Board returned to public session.

Gov. Bhang moved to amend the effective date of the policy to September 28, 2026. The motion failed with five votes in favor and seven against.

Gov. Fay announced his intention to bring a motion to rescind the May 2026 action expanding the definition of approved law school at the September 2026 meeting in Spokane, citing the need for more comprehensive analysis, broader stakeholder engagement, and fuller consideration of the implications for bar passage rates and educational standards.

Comments to the Rules of Professional Conduct Re AI Usage Proposed by the Committee on Professional Ethics

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Committee on Professional Ethics Chair Mark Fucile and Committee Member Michele Carney presented the Committee's recommendation regarding a package of amendments to the Rules of Professional Conduct (RPCs) concerning the use of artificial intelligence in legal practice. The amendments were initiated by the Washington Supreme Court, which invited the WSBA to serve as a co-proponent. The review was conducted on an expedited basis, with the expectation that the Court would publish the amendments for public comment. The proposed amendments do not create new duties but apply existing professional obligations to AI tools and technology, emphasizing that AI serves as an instrument to assist lawyers and does not replace professional judgment, verification obligations, or accountability. The amendments address RPC 1.1 (competence), RPC 1.4 (communication), RPC 1.6 (confidentiality), RPC 3.1 (meritorious claims), RPC 3.3 (candor to the tribunal), RPCs 5.1, 5.2, and 5.3 (supervisory responsibilities), RPC 7.1 (communications regarding services), and RPC 8.4 (prohibition on discriminatory conduct). Gov. Fay moved to accept the comments. The motion passed unanimously.

Facilities Reserve Recommendation

Treas. Nguyen and Director of Finance Lynch presented the Budget and Audit Committee's recommendation to allocate $150,000 from the unrestricted general fund reserve to the facilities reserve. This allocation is part of a multi-year strategy initiated following the renegotiation of a 10-year lease in 2024, under which the WSBA has committed to building the facilities reserve by $150,000 annually in anticipation of potential future needs related to office space at the end of the lease term. The Budget and Audit Committee, in consultation with brokers at Jones Lang LaSalle IP, Inc. (JLL), reviewed current market conditions and maintained the same recommendation as the prior year. Governors inquired about the investment strategy for the reserve funds, which are conservatively invested in money market accounts, certificates of deposit, and Treasury securities. Gov. Fay moved to approve the allocation of $150,000 from the unrestricted general fund reserve to the facilities reserve. The motion passed unanimously.

Proposed License Fee Policy Revisions

Treas. Nguyen and Director of Finance Lynch presented proposed revisions to the WSBA license fee policy for a first read. The revisions would expand the existing policy—previously limited to attorney license fees—to encompass all WSBA license types, establishing minimum and maximum fee percentages relative to the full active attorney license fee to create a more holistic and consistent approach to fee-setting. Gov. Villeneuve moved to approve the policy revisions. Following discussion regarding the importance of allowing a second read to ensure broader input, Gov. Villeneuve withdrew the motion. The matter will be placed on the agenda for final action at the September 2026 meeting.

FY27 Budget Retreat and Review of First Draft Budget

Treas. Nguyen and Director of Finance Lynch presented the first draft of the Fiscal Year 2027 budget. The session was designed to educate board members about WSBA's fund accounting structure, including the general fund, CLE fund, client protection fund, and sections fund, along with their respective reserves and cost centers. The primary driver of year-over-year expense growth is a 4.8% increase in salaries and benefits, reflecting compensation grid adjustments, position reclassifications, and the addition of 2.4 full-time equivalent positions. The Board also discussed the potential addition of a proposed public trust liaison position to handle regulatory inquiries and improve public engagement with the WSBA. A number of board members

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commented in favor of incorporating the proposal into the final budget draft. No action was taken at this meeting; the final draft budget will be on the agenda for approval at the September 2026 meeting.

Proposed Admissions Application Fees

Chief Regulatory Counsel Garcia and Director of Finance Lynch presented proposed changes to admissions application fees for a first reading, as recommended by the Budget and Audit Committee. The proposal includes four components: establishing an application fee for the new portfolio evaluation pathway to the bar, aligning attorney application fees across admission pathways to correct existing inconsistencies, increasing the Rule 9 limited practice officer application fee from $50—unchanged since 2004—to $100 with a gradual increase to $200 to better cover the cost of processing applications, and discontinuing the waiver of application fees for law students in clinics providing free legal services, to address inconsistencies with students providing similar services outside clinical settings. Board policy requires the admissions cost center to be self-funded. No action was required at this meeting; the proposal will be refined based on Board feedback and presented for final approval at the September 2026 meeting, with an anticipated effective date of January 1, 2027.

Treasurer Interviews and Election

The Board conducted the election for the 2026–2027 WSBA Treasurer. Two candidates were nominated: Gov. Alain Villeneuve and Gov. Allison Widney. Each candidate was allotted 15 minutes for an opening statement and to respond to questions from the Board. Ballots were administered and counted by Executive Director Nevitt, Nancy Hawkins, and Steve Crossland via secret electronic ballot. Gov. Alain Villeneuve was elected as WSBA Treasurer for 2026–2027.

Amendments to APR 11 Proposed by the MCLE Board

MCLE Board Chair Darryl Colman, Board Member Henry Phillips, and YMCA Washington Mock Trial Program Director Chris Swanson presented two proposed amendments to APR 11. The first proposed amendment would allow lawyers to earn MCLE credit for judging, evaluating, or scoring participants in high school and college-level mock trial and moot court programs approved by the MCLE Board. The proposal addresses a recognized need for qualified volunteer attorneys and highlights the educational value of mock trial participation in developing trial advocacy skills, analytical reasoning, and civic understanding of the legal system. The proposal as presented does not include credit for coaching activities; the MCLE Board indicated it remains open to exploring that question based on additional input from members engaged in coaching. Gov. Couch moved to approve Credit for Approved Mock Trial Programs as presented. The motion passed unanimously.

Gov. Couch moved to approve the second proposed amendment to APR 11, which would add Colorado to the states with which Washington has a comity agreement for MCLE credit, joining Oregon, Idaho, and Utah. The motion passed unanimously.

Washington New Members Committee Proposed Charter

Washington New Members Committee (WNMC) Chair Alexander Reaganson, Chair-Elect Janta Steele, and Greater Olympia Region Representative Ariel Cook presented a proposed charter for the WNMC. The charter is intended to codify recent organizational changes and establish a clearer governance structure to address recurring vacancies, declining participation, and outdated governance materials. The charter establishes five

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organizational goals: advancing a data-driven approach, advocacy for new members, fostering growth and connection, pro bono empowerment, and professional development. A significant structural change in the charter shifts the committee from a regional representative model to a congressional district representative system, intended to enhance equity and collaboration with the Board of Governors. The charter also introduces six at-large representative positions, including focused roles in diversity, equity, and inclusion; public service; and solo and small firm practice. The new governance structure would take effect on October 1, 2026, with the start of the new fiscal year. Gov. Petrasek moved to approve the proposed charter for the Washington New Members Committee. The motion passed unanimously.

Proposed Changes to RAP 3.2 Re Substitution of Parties in the Event of Death or Change of Status Recommended by the Court Rules and Procedures Committee

Court Rules and Procedures Committee Chair Andrew Yi presented proposed amendments to RAP 3.2 regarding the substitution of parties in the event of death or change of legal status. The amendments align RAP 3.2 with Civil Rule 25 and Federal Rule of Appellate Procedure 43, shifting the framework from requiring an adverse party to move for substitution to placing the duty on any party with knowledge of a death or legal disability to promptly note it on the record. Discussion addressed the use of the term "suggest" in the proposed language, which is consistent with existing terminology in both the Washington Civil Rules and the federal rules. Gov. Nguyen moved to approve the proposed changes to RAP 3.2 Re Substitution of Parties in the Event of Death or Change of Status. The motion passed unanimously.

RECESS

There being no further business for the day, the meeting recessed at 4:18 p.m. on July 24, 2026.

SATURDAY, JULY 25, 2026

The Board of Governors reconvened on Saturday, July 25, 2026, at the Tulalip Resort, with President Adewale presiding.

Executive Session

The Board entered executive session at 9:00 a.m. to receive and discuss legal advice regarding litigation involving mandatory bar associations and the Keller deduction, as permitted by WSBA Bylaw Article 7.7(A). The executive session concluded at 9:50 a.m. and the Board returned to public session.

Discussion of Policy Recommendations from the Legal Technology Task Force Final Report

Advancement Department Director Kevin Plachy and Practice Management Advisor Margeaux Green presented policy recommendations from the Legal Technology Task Force's final report. The Task Force, established as a Board strategic priority in November 2023 and chaired by Jenny Durkan, conducted its work from May 2024 through August 2025. The final report's recommendations are organized into operational and policy categories; the Executive Director is overseeing implementation of operational recommendations, while policy recommendations were presented for Board consideration.

The Board discussed several key policy areas addressed in the report, including the potential establishment of a technology-related MCLE requirement, incorporation of technology content into the Washington bar exam and the Multistate Professional Responsibility Examination (MPRE), integration of technology competency

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into law school curricula and the APR 6 law clerk program, establishment of ethical boundaries for AI legal tools, and advocacy for updates to consumer protection and privacy laws to address risks arising from consumer use of AI for legal matters. Board discussion reflected a range of views on a mandatory technology MCLE requirement, with some governors expressing support given the increasing centrality of technology to legal practice and others raising concerns about additional burdens on practitioners. The Board expressed support for further exploration of technology competence within the legal education context. The Board directed staff to transmit the Task Force's final report to relevant agencies—including the ACLU, Responsible AI Washington, the Washington State Office of Privacy and Data Protection, and the Attorney General's Office—to highlight privacy and consumer protection considerations in AI legislation. Additional discussion on court capacity and the potential establishment of a Supreme Court advisory body on legal technology is expected at the September 2026 meeting.

Regulatory Proposals

Proposed Changes to APR 8 and APR 3(c) Re Servicemember & Spouse Temporary License

Chief Regulatory Counsel Garcia presented proposed changes to APR 8 and APR 3(c) to establish a new temporary license for qualifying U.S. service members and their spouses under the federal Servicemembers Civil Relief Act. The proposal would repeal the existing military spouse rule and replace it with an updated framework aligned with recent federal law changes and designed to facilitate license portability for service members and their families. Gov. Couch moved to approve the proposed changes to APR 8 and APR 3(c) Re Servicemember & Spouse Temporary License. The motion passed unanimously.

Proposed Amendment Re Deadline for Testing-Accommodation Requests

Associate Director Henry presented proposed amendments to the WSBA admissions policies to align the filing deadline for bar exam testing accommodation requests with the late filing deadline for bar exam applications. The change addresses new requirements from the National Conference of Bar Examiners and an increase in the volume of accommodation requests. Gov. Dresden moved to approve the proposed amendment to the deadline for testing-accommodation requests. The motion passed unanimously.

Second Reading: Proposed Amendments to APR 3(d), APR 4(d), and WSBA Bylaws Re Score Expiration and Bar Exam Requirement

Associate Director Henry presented the second reading of proposed amendments to APR 3(d), APR 4(d), and the WSBA Bylaws, which would eliminate expiration dates for Uniform Bar Examination and Multistate Professional Responsibility Examination scores and remove the requirement that WSBA members who have been inactive for more than ten years retake the bar exam upon reactivation. The amendments reflect revisions made in response to Board feedback from the first read at the May 2026 meeting. Gov. Bloom moved to approve the proposed amendments to APR 3(d), APR 4(d), and WSBA Bylaws Re Score Expiration and Bar Exam Requirement. The motion passed unanimously.

Second Reading: Proposed Amendments to APR 3(b)(3) Re Common Law Jurisdictions for Bar Exam

Chief Regulatory Counsel Garcia presented the second reading of proposed amendments to APR 3(b)(3) governing qualifications for lawyers from common law jurisdictions to sit for the Washington bar exam. The amendments modernize the existing language and reduce the active legal experience requirement for internationally trained lawyers from common law jurisdictions from three years to one year, aligning it with

the requirement applicable to U.S.-trained lawyers. In response to Board feedback from the first reading, the Office of General Counsel is researching and assessing whether the rule could be broadened beyond common law jurisdictions to include civil law countries, with a report anticipated in the coming months. Gov. Couch moved to approve the proposed amendments to APR 3(b)(3) Re Common Law Jurisdictions for Bar Exam. The motion passed unanimously.

Second Reading: Proposed Amendments to APR 1(e) Re Definition of Active Legal Experience

Chief Regulatory Counsel Garcia and Associate Director Henry presented the second reading of proposed amendments to clarify the definition of "active legal experience" for purposes of admission by motion and reactivation of inactive licenses. Gov. Arneson expressed concern that the proposed definition could inadvertently exclude legal professionals—particularly those in public sector and nonprofit roles—who perform substantive legal work without having a job that requires an active license, and noted the potential disparate impact on women, people of color, and lawyers from nontraditional career backgrounds. In response to these concerns, Chief Garcia agreed to meet with interested governors and other stakeholders to further refine the proposal before its return to the Board. The matter will return for a third reading at the September 2026 meeting.

Governor Roundtable

Gov. Bhang provided an update from the Access to Justice Board, noting that the Board is undertaking a revision of its foundational authorization order—last updated in 1994—with input from equity and justice communities and legal system partners, and encouraged governors to provide feedback on the draft changes.

Gov. Nguyen raised concerns about the lack of legal services available to immigrant communities in rural areas of Washington, particularly in the Tri-Cities and Vancouver regions, and expressed interest in exploring models such as Oregon's universal civil legal aid program. Chief Singleton acknowledged these concerns and outlined ongoing efforts to collaborate with AILA Washington, legal aid organizations, and potential funders including the Department of Commerce and the Legal Foundation of Washington, to address access gaps for immigrant communities, including those affected by the Lozano Immigration Law Firm matter.

Gov. Villeneuve expressed interest in contributing a foreign lawyer's perspective to ongoing discussions regarding common law and civil law distinctions in the context of proposed APR amendments.

Governor elect Norma Linda Ureña expressed appreciation for the Board's attention to the concerns of immigrant communities, particularly for Latino residents across Washington State.

Meeting Feedback: Rose, Thorns, & Bud

Governors participated in a meeting feedback session using the Rose, Thorns, & Bud format. Positive feedback was extended to the Tulalip Resort and its staff for the quality of the venue and to President Adewale for his leadership throughout the two-day meeting. Chief Disciplinary Counsel Ende acknowledged Gov. Larry's service as the ceremonial chair of the WSBA Seersucker Society as her term draws to a close.

ADJOURNMENT

There being no further business, President elect Kari Petrasek adjourned the meeting at 12:05 p.m. on July 25, 2026.

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Respectfully,

Terra Nevitt
WSBA Executive Director & Secretary

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Board of Governors Meeting – Motions List
Tulalip, WA
July 24-25, 2026

- **Approve Consent Calendar (excluding May meeting minutes)**: Adopted unanimously.
- **Approve Technical Amendment to Admissions Policies Re Definition of Approved Law School:** Passed 7 to 4; Gov. Rathbone not present for the vote.
- **Motion to Amend Effective Date of Approved Law School Policy to January 1, 2027:** Failed 5 to 6; Gov. Rathbone not present for the vote.
- **Motion to Amend Effective Date of Approved Law School Policy to September 28, 2026:** Failed 5 to 7.

- **Accept Comments to the Rules of Professional Conduct Re AI Usage and Co-Sponsor with the Washington Supreme Court:** Passed unanimously.
- **Approve Facilities Reserve Recommendation:** Passed unanimously.
- **Approve Amendments to APR 11 Re Credit for Approved Mock Trial Programs:** Passed unanimously.
- **Approve Amendments to APR 11 Re Comity with Colorado:** Passed unanimously.
- **Approve Washington New Members Committee Proposed Charter:** Passed unanimously.
- **Approve Proposed Changes to RAP 3.2 Re Substitution of Parties in the Event of Death or Change of Status:** Passed unanimously.
- **Approve Proposed Changes to APR 8 and APR 3(c) Re Servicemember & Spouse Temporary License:** Passed unanimously.
- **Approve Proposed Amendment Re Deadline for Testing-Accommodation Requests:** Passed unanimously.
- **Approve Proposed Amendments to APR 3(d), APR 4(d), and WSBA Bylaws Re Score Expiration and Bar Exam Requirement:** Passed unanimously.
- **Approve Proposed Amendments to APR 3(b)(3) Re Common Law Jurisdictions for Bar Exam:** Passed unanimously.

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WASHINGTON STATE BAR ASSOCIATION

BOARD OF GOVERNORS SPECIAL MEETING MINUTES

Virtual Meeting

August 7, 2026

Call to Order

A special meeting of the Board of Governors of the Washington State Bar Association (WSBA) was called to order by President Francis Adewale at 2:00 p.m. on Friday, August 7, 2026. The meeting was held virtually via Zoom. Governors in attendance were:

Emily Arneson

Kevin Fay

Mary Rathbone

Parvin Price

Todd Bloom

Tom Ahearne

Jordan Couch

Kari Petrasek

Allison Widney

Matthew Dresden

Christopher Bhang

Officers and Executive Staff in attendance were President Francis Adewale, Immediate Past President Sunitha Anjilvel, Executive Director Terra Nevitt, Chief Communications and Outreach Officer Sara Niegowski, Chief Disciplinary Counsel & Parliamentarian Doug Ende, Advancement Department Director Kevin Plachy, General Counsel Laurie Powers, Director of Finance Tiffany Lynch, Deputy Executive Director Dua Abudiab, and HR Director & Chief Culture Officer Glynnis Klinefelter Sio.

Also in attendance were Abraham A Cruz, Adam Johnson, Adam Zacharia, Alan Clay, Alec Stephens, Alena Wolotira, Alex Harris, Alex L, Alex Okun, Alex Reaganson, Alina Syed, Amber Sunset, Amrit Kaur, Andrew Sternke, Anita Ramasastry, Anne Fitzpatrick, Anthony Hogan, Aoife Madden, Ariel Cook, Ashley Enos, Ashley Lipford, Aziza Ozgoren, Beth Helm, Beyza Pınar, Bobby Henry, Brandi-Leigh Miller, Carla Wale, Carolyn Jones, Carrie Sanford, Cassidy Proudfoot, Cate Schur, Catherine Biestek, Celeste Reyes, Celine Paez, Chelle Gegax, Cheryl Takabayashi, Chloe Dowe, Christene A James, Christine Malone, Cinthia, Cynthia Huynh, Dan Clark, Dan Tonkin, Dana Raigrodski, Daniel Szymanski, Danielle Giffin, Danijela Krecar, David, David Gary, David Vascones, Decker O'Donnell, Deniz Tüfek, Diana Vascones, Dory Goldberg, Egor Redin, Elizabeth Pendo, Ella

Van Troba, Emily Willard, Emmy Robertson, Enrique Fuller-Avalos, Erla Alcime, Esha Jain, Evan Pham, Fabianny Dierksen, Fatimah Taha, Gloria Hao, Gregory Bordelon, Holly Haines, Inaara Ali, Ireida, Isabel Freitas Peres, Isabell Murray, Jack Dorsey, Jack N. Despain Zhou, Jason Lawton, Jenah Smith, Jennifer Ortega, Jeremiah Noonan, Jess Olson, Jessica Sadiq, Jocema Bittencourt, Joel Johnson, John, John Gray, Jora S., Joseph Alejandro Valcazar, Joy, Joyce Avery, Julia Mitsch, Juliana Pedroso, Julianne Unite, Karina Montero, Kassama Dibba, Kate Sargeant, Katie Quirk, Keeley Farrell, Kelly Ruhlig, Kendall, Kent Anderson, Ki'Ev Cochran, Kim, Kimberly Loges, Lauren Block, Lauren Sparks, Laurel Hwu, Laurel Olden, Laya Madhavan, Levi J. Cramer, Lillian Lee, Lily Given, Linda Jellum, Lisa Amatangel, Lisa Lu, Lucy Youngdahl, Luis, Luisa Doberman, Lyd Haindfield, Maddy Green, Maecy Arthur, Magdalene Bernier, MaKenzie Moody, Mariella Dewars, Mariola Lisewska, Marisol Garcia, Marley Forest, Marta Font, Marwa Almasri, Matthew Anthony Bellavia, Melissa Shaw, Michael S., Min Kang, Mingyue Zhou, Mitchell Black, Morgan Williams, Morphy Andraws, Natasha Anis, Nettie Dionne, Nikhita Singam, Nikole Blue, Nina Crosby, Ninah-Binah, Nohely Diaz, Norma Linda Ureña, Oscar Mejia, Paris Eriksen, Pontus Niklasson, Rebecca Gil, Rex Nolte, Richard McMonagle, Robert Yu, Ron McNite, Ruby Harlin, Rylan Dunn, Sabrina Velarde, Samiullah Malang, Sandra L., Sanjay Walvekar, Sarah Elizabeth Maginnis, Sarah Matheny, Sarah Pendleton, Sarah Sorensen, Scott Gary, Dean Antony Varona, Serecia Brown, Seth Anunda, Shamarra Hardeman, Sheana Kleist, Shelby Carpenter, Shiva Malay, Simrin Brar, Sophie Ying, Sophie Martin, Spencer Enos, Sue Han, Sukhdeep Chot, Susan Schreiber, Sylvia Sanchez, Dean Tamara F Lawson, Terry J. Price, Theodore Woods, Tom Wampold, Triston Felts, Valerie Kampe, Vicky J. Daniels, Vivian Nicole Hernandez, Wambui Ngige, Will Steinbeisser, Yoseph Ghazal, Yurika Enoumi, Zachary Blinkinsop and Zubair Siddiqi.

President Adewale opened the meeting by acknowledging the gravity of the circumstances prompting the special meeting—the cancellation of the July 2026 bar exam due to a technology failure. President Adewale called on members of the legal profession to support one another during this difficult period.

Executive Session

The Board entered executive session at 2:07 p.m. to receive and discuss legal advice regarding claims and risks arising from the cancellation of the July 2026 bar exam, as permitted by WSBA Bylaw Article 7.7(A). The executive session concluded at 2:45 p.m. and the Board returned to public session.

Executive Director's Report

Executive Director Nevitt addressed the Board and expressed the WSBA's deep regret to bar exam applicants for the failed examination experience and the disruption it has caused. Executive Director Nevitt reported that the Washington Supreme Court has issued a decision establishing pathways for affected July 2026 applicants, which the WSBA is prepared to implement. Options available to applicants include accepting a waiver of the bar exam requirement (for eligible applicants), transferring their application to a future examination, or withdrawing and requesting a refund. Executive Director Nevitt noted that eligibility for the waiver option varies based on prior exam history and accommodation status, and urged applicants to rely on official WSBA communications for accurate information. The WSBA is also committed to an independent review of the July examination failure and is working with the National Conference of Bar Examiners to strengthen technology reliability for future administrations.

Reimbursement of July 2026 Bar Exam Expenses

The Board considered options for reimbursing applicants for costs incurred in connection with the cancelled July 2026 bar exam. Gov. Couch moved to approve Option 2: to reimburse applicants for nonrefundable travel and lodging expenses, meals, and change fees incurred in connection with July 2026 bar exam attendance, as well as other reasonable expenses determined to be bar-exam-related, for those not opting for a waiver of the bar exam requirement; and to reimburse those opting for a waiver for exam-related costs connected to the theoretical third day of the July exam. The motion was subject to the WSBA's fiscal policies, with the intent that childcare and out-of-state travel be included as reimbursable expenses. The motion passed with one abstention. Gov. Ahearne abstained. Gov. Villeneuve, Gov. Nguyen, and Gov. Larry were not present for the vote.

Washington New Members Committee Public Statement

The Board considered a request from the Washington New Members Committee (WNMC) to issue a public statement addressing equity concerns arising from the Supreme Court's decision regarding the July 2026 bar exam. Gov. Couch moved to authorize the WNMC to release its statement publicly, with the express disclaimer that the statement is not made on behalf of the WSBA, the Board of Governors, or WSBA members. The motion passed unanimously.

Member and Public Comments

President Adewale opened the floor for member and public comments at 3:30 p.m., with each speaker allotted three minutes. Speakers addressed a range of concerns regarding the Supreme Court's decision on July exam pathways, with particular emphasis on the exclusion of retakers and applicants who received testing accommodations from the bar exam waiver option. Commenters raised equity and fairness concerns, highlighted the personal and professional impact of the cancellation, and called for expanded relief including diploma privilege for all affected applicants. The Board acknowledged the feedback received and affirmed its commitment to ongoing efforts to support impacted applicants.

ADJOURNMENT

There being no further business, President Adewale adjourned the meeting at 4:00 p.m. on August 7, 2026.

Respectfully,

Terra Nevitt

WSBA Executive Director & Secretary

Board of Governors Meeting – Motions List
Virtual
August 7, 2026

- **Approve Reimbursement of July 2026 Bar Exam Expenses (Option 2**): Passed with one abstention (Gov. Ahearne); Gov. Villeneuve, Gov. Nguyen, and Gov. Larry not present for the vote.
- **Authorize Washington New Members Committee to Release Public Statement with Disclaimer:** Passed unanimously.

WASHINGTON STATE
BAR ASSOCIATION

BOARD OF GOVERNORS SPECIAL MEETING MINUTES

Virtual Meeting

August 13, 2026

Call to Order

An emergency meeting of the Board of Governors of the Washington State Bar Association (WSBA) was called to order by President Francis Adewale at 5:01 p.m. on Thursday, August 13, 2026. The meeting was held virtually via Zoom. Governors in attendance were:

Emily Arneson

Mary Rathbone

Parvin Price

Todd Bloom

Tom Ahearne

Nam Nguyen

Kristina Larry

Jordan Couch

Allison Widney

Matthew Dresden

Kari Petrasek

Christopher Bhang

Officers and Executive Staff in attendance were President Francis Adewale, Immediate Past President Sunitha Anjilvel, Chief Communications and Outreach Officer Sara Niegowski, IT Director Bijal Karia, Chief Disciplinary Counsel & Parliamentarian Doug Ende, Deputy Executive Director Dua Abudiab and Executive Director Terra Nevitt.

Also in attendance were Adam Johnson, Alena Wolotira, Alex L, Alex Reaganson, Andrea S. Jarmon, Andrew Sternke, Anita Ramasastry, Anthony Hogan, Aqdar Awadh, Ashley Enos, Ashley Lipford, Bobby Henry, Bruna, Carrie Sanford, Celeste Reyes, Dan Clark, Dana Raigrodski, David Gary, Dory Goldberg, Ella Van Trova, Emmy Robertson, Esha Jain, Evan Pham, Fabianny Dierksen, Giezi Bahena, Ireida, Jessica Levin, Jocema Bittencourt, Jora S., Jorge Henrique Melo, Judge Brian Tollefson, Julien Tarraf, Kate Sargeant, Kellen Hade, Kelly Ruhlig, Ki'Ev Cochran, Laya Madhavan, Linda Jellum, Lisa Amatangel, Luis Daniel Szymanski Gomez, Mahima Suresh, Mariola Lisewska, Marisol Garcia, Marwa Almasri, Melissa Lee, Michael S., Morphy Andraws, Nancy Hawkins, Nathalia Falco, Nikhita Singam, Nikole Blue, Nohely Diaz, Norma Linda Ureña, Oscar Mejia, Paris Eriksen, Pearl

McCrea, Peony Fang-Chen Yu, Ramana Pendyala, Rebecca Gil, Rex Nolte, Sarah Collins-Boggins, Dean Anthony Varona, Shelby Carpenter, Spencer Enos, Sukhdeep Chot, Dean Tamara F Lawson, Terry J. Price, Yahya Shakir, and Zubair Siddiqi.

Temporary Policy for Courtesy Seating for the February and July 2027 Bar Exams

The Board considered a temporary policy establishing courtesy seating for the February and July 2027 bar exams for applicants who accept the waiver of the bar exam requirement following the cancellation of the July 2026 examination. Executive Director Nevitt provided an overview of the proposed policy. Associate Director of the Regulatory Services Department Robert Henry provided additional detail regarding the policy's scope and implementation. Gov. Couch moved to approve the temporary courtesy seating policy. The motion passed unanimously. Gov. Fay and Gov. Villeneuve were not present for the vote.

Recommendations to the Court Regarding Additional Remedies for the July 2026 Bar Exam

The Board considered whether to submit recommendations to the Washington Supreme Court regarding additional remedies for applicants affected by the cancellation of the July 2026 bar exam. Gov. Couch introduced the matter by referencing public comment received since the August 7, 2026 special meeting. Gov. Couch noted that applicants who sat for the July 2026 examination experienced significant stressors during the examination itself, drawing a parallel to the circumstances underlying the Court's grant of diploma privilege in 2020. Gov. Couch further observed that the July 2026 examination was not the same test as previously administered examinations, and that applicants who had not passed prior administrations might well have passed the July 2026 exam under normal circumstances. On that basis, Gov. Couch urged the Board to recommend that the Court extend the waiver option to all July 2026 bar exam takers, not solely to first-time takers who were unable to complete the examination.

Discussion followed, with additional Board members expressing support for the recommendation. Governors also raised concerns regarding the privacy of applicants with testing accommodations, noting both the risk that the current eligibility framework could inadvertently disclose accommodation status and the burden placed on affected applicants who had advocated publicly on their own behalf.

Gov. Couch moved to approve the letter drafted by Executive Director Nevitt to the Washington Supreme Court urging extension of the waiver option to all July 2026 bar exam takers. Discussion followed about whether to make additional changes to the letter. The motion passed with one abstention. Gov. Bloom abstained. Gov. Fay and Gov. Villeneuve were not present for the vote.

Member and Public Comments

President Adewale opened the floor for member and public comments. Speakers continued to address concerns regarding the scope of relief available to July 2026 bar exam applicants, with particular focus on equity for retakers and applicants with testing accommodations. The Board acknowledged the comments received.

ADJOURNMENT

There being no further business, President Adewale adjourned the meeting at 5:55 p.m. on August 13, 2026.

Respectfully,

Terra Nevitt

WSBA Executive Director & Secretary

Board of Governors Meeting – Motions List
Virtual
August 13, 2026

- **Approve Temporary Courtesy Seating Policy for February and July 2027 Bar Exams for Applicants Accepting Waiver of Bar Exam Requirement:** Passed unanimously. Gov. Fay and Gov. Villeneuve not present for the vote.
- **Approve Letter to Washington Supreme Court Urging Extension of Waiver Option to All July 2026 Bar Exam Takers**: Passed with one abstention (Gov. Bloom). Gov. Fay and Gov. Villeneuve not present for the vote.

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

FROM: Kari Petrasek, WSBA President-elect

RE: 2026-2027 Chair Appointments

DATE: August 24, 2026

Consent: Appointment of the 2026-2027 WSBA committee and board chairs listed below.

The WSBA has a number of standing committees that are created and authorized by the BOG to study matters relating to the general purposes and business of the Bar which are of a continuous and recurring character. Pursuant to the WSBA Bylaws, IX(B)(1)(c), the President-elect annually selects the Chair or Vice Chair of each committee, with the BOG having the authority to accept or reject that selection. Below is the slate of remaining WSBA committee chairs for the year 2026-2027. The candidates' resumes are attached. All eligible members of the committees listed below were encouraged to apply for the Chair position.

Committee/Board	Recommended for Appointment
Diversity, Equity and Inclusion Council	Co-Chair: Jerry Thomas
Editorial Advisory Committee	Chair: Benjamin Gould
Judicial Recommendation Committee	Vice-Chair: Brian McMahon
Pro Bono and Public Service Committee	Co-Chair: Alexander Reaganson Co-Chair: Chajin Wu

JERRY THOMAS (They/Them)
WSBA Number: 58766

August 13, 2026

Re: DEI Co-Chair

Dear Bar Leaders,

I am writing to express my strong interest in serving as Co-Chair of the Diversity, Equity, and Inclusion Council. My commitment to this work is both deeply personal and firmly rooted in my professional experience, including my recent service as Co-Chair of the Equity and Justice Action Plan Committee. That role strengthened my conviction that advancing equity in our profession is not only essential to WSBA's mission, but also a responsibility each of us must carry forward with intention and courage.

In developing the Equity and Justice Action Plan, I worked closely with leaders across the Bar to articulate a vision of a legal profession that "more accurately reflects all the various communities we serve, and where every legal professional feels that they belong." That work required listening deeply, building trust, and navigating the complex realities of a profession still shaped by inequities that limit access, belonging, and opportunity. It also required optimism—an unwavering belief that our systems can evolve when we commit to doing the hard work together.

As Co-Chair, I would bring three core commitments:

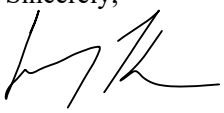
First, a commitment to sustaining momentum. The Action Plan outlines ambitious goals—from strengthening belonging within the profession to advancing an accessible legal system for all Washingtonians. I am eager to help the Council push this work forward with clarity, accountability, and creativity, ensuring that the Plan continues to be a living framework. The various committees within the DEI Council have done such astounding work and I want to continue that drive and passion into the next year. I want the new members to feel and be welcomed and hit the ground running.

Second, a commitment to collaborative leadership. My experience co-chairing taught me the power of partnership—across affinity bar associations, community organizations, WSBA entities, and individual council members. Serving with Chris and getting to work with the brilliance of Diana and Saleena has highlighted how much the legal profession can accomplish when we work toward a common goal. I want to continue working closely with the phenomenal minds of the DEI Council to advance our goals and mission. I specifically want to strengthen the relationship and collaboration between the Co-Chairs to create an even more cohesive and productive Council.

Third, a commitment to building a profession where everyone can thrive. The Action Plan emphasizes the need to equip leaders with tools to remove barriers, support wellness and mentorship, and create pathways into the profession for those historically excluded. I am passionate about these efforts and believe the Council is uniquely positioned to model the inclusive leadership our profession needs. The Council is a beacon of inclusivity; everyone brings a unique perspective and adds such immense value to the Council. I want to make sure everyone knows and feels that so they can shine brightly and make the most of the Council.

I would be honored to serve as Co-Chair of the Council and help steward this work at a pivotal moment for our Bar. Thank you for considering my application. I welcome the opportunity to contribute my experience, energy, and dedication to the Council's mission.

Sincerely,



Jerry Thomas

JERRY THOMAS (They/Them)
WSBA #58766

EDUCATION

Vermont Law School | South Royalton, VT
Juris Doctor, Cum Laude May 2021
Honors: Dean's List
Journal: Vermont Journal of Environmental Law, Envtl. Justice Editor, 2020-2021; Staff Editor, 2019-2020
- Additional Writing and Projects:
  - Featured in the VLS Podcast "Hothouse Earth:" for my work in Alabama (episode 8 on Environmental Justice)
  - Wrote a Blog Post on the Envtl. Justice Clinic for the Environmental Law Center Newsletter

Vermont Law School | South Royalton, VT
Master of Environmental Law & Policy, *with Distinction* | October 2020
- 4.0 GPA

University of California - Irvine, Irvine, CA
Bachelor of Arts, Environmental Science | June 2018
- Minor, Criminology, Law & Society; Concentration in Atmospheric Chemistry
- Research Assistant to Prof. Saewung Kim & Alex Guenther, September 2015-July 2018
- Lab Technician for Prof. Eric Saltzman, August 2015-June 2016

WORK

Washington Court of Appeals, Division II | Judicial Clerk | August 2026—Present
- Authored memoranda and draft opinions after extensive legal research that contained a thorough legal analysis on behalf of the Judge regarding nearly all areas of law
- Interacted with judges and law clerks to discuss cases and opinions
- Trained and supervised externs and junior law clerks

Fain Anderson VanDerhoef Rosendahl O'Halloran Spillane PLLC (FAVROS) | Associate Attorney | September 2023 – July 2026
- Drafted complex appellate briefs
- Handled intricate litigation ranging from medical malpractice to premises liability from inception to resolution
- Argued motions in various county courts
- Executed deliverables in a timely manner with consistent communication
- Confidently handled protected health information
- Represented the second largest hospital system in the country and its employees
- Manage complex medical cases from grievance to resolution

Washington Court of Appeals, Division II | Judicial Clerk | August 2021- September 2023
- Authored memoranda and draft opinions after extensive legal research that contained a thorough legal analysis on behalf of the Judge regarding nearly all areas of law
- Interacted with judges and law clerks to discuss cases and opinions
- Trained and supervised externs and junior law clerks
- Revised a training manual/style guide outlining chambers procedures to maintain consistency and help onboard incoming law clerks and externs
- Acted as bailiff for oral arguments, which included keeping time, interacted with TVW to livestream arguments, and checked in attorneys

Washington Supreme Court Commissioner's Office | Fall Judicial Clerk | August 2020- December 2020

- Wrote petitions for review; wrote transfer-retain memoranda; wrote motions for expenditure; wrote personal restraint petitions; published issue statements on the Court's website.
- worked closely with the Commissioner and staff attorneys; interviewed Justices; advised the Commissioner on sensitive matters regarding race.

U.S. Environmental Protection Agency, Region 2 | Summer Intern | May 2020- August 2020

Environmental Justice Clinic | Vermont Law School | Clinician & Advanced Clinician | 2019-2020

South Royalton Legal Clinic | Vermont Law School | Student Assistant | June 2019-August 2019

COMMUNITY EXPERIENCE

Tacoma. Washington

- QLaw Board of Directors | July 2025 – Present
  - Re-Wrote the bylaws
  - Organized events for QLaw Tacoma

- Name Change and Gender Marker Clinic | March 2023-Present
  - Co-Founded the Inaugural Clinic
  - Awarded Emerald Prize at Tacoma Pride

- WSBA Diversity, Equity, and Inclusion Committee | October 2024- Present
  - Co-Chaired the Equity and Justice Plan Implementation Committee

- Washington State Wellness Task Force, Ad Hoc Member | August 2025 – Present
  - Advocated for mental health awareness amongst the profession

- Tacoma Pierce County Bar Association, Judicial Qualifications Committee | July 2025- Present
  - Reviewed and rated judicial candidates

- Tacoma Pierce County Bar Association, Superior Court Commission | February 2025- Present
  - Briefed on protocols if ICE were to enter a courtroom

- Oasis Youth Center | 2023 – Present
  - Provided know your rights trainings to Queer and Trans youth

Puyallup, Washington

- Puyallup Pride | February 2025 – Present

- Puyallup Food Bank | December 2021-Present

AWARDS AND PRESENTATIONS

Tacoma, Washington

- Super Lawyer | 2026
- Community Service Award | TPCBA | 2026
- Super Lawyer | 2025
- Tacoma Pierce County Bar Association Convention | October 2025
  - Presented on the ITA and DCRs
- Name Change and Gender Marker Clinic
  - Presented a CLE on how to conduct name changes to volunteers
  - Received Emerald Award for community service

PAST EXPERIENCE

Bethel, Vermont

- Bethel Equity and Inclusion Committee | December 2020-September 2021
    - Worked with other Bethelites and State Legislators to help make people of color, 2SLGBTQIA+ members, and others feel more comfortable.
    - Provided training to Select board members on colorblindness and common definitions on the topic of race.

Vermont Law School

- Student Bar Association (SBA) Treasurer | April 2019-May 2020
    - Manage and keep track of very large sums of money; work with clubs to develop and manage a budget, advise the SBA Senate on budgetary matters, and work with administration to improve the system.
- If/When/How | Vermont Law School | September 2018-May 2021
    - Worked with Safeline to help individuals affected by domestic and sexual violence.
- Code of Conduct Committee | September 2018-May 2019
    - Worked with the Dean of Student Affairs to enforce the school's conduct policy regarding professionalism on campus.

Benjamin Gould

1201 Third Avenue, Suite 3400, Seattle, Washington 98101
[redacted] bgould@kellerrohrback.com

EXPERIENCE

Keller Rohrback L.L.P.

Sept. 2008 – July 2009; Sept. 2010 – present
Seattle, WA

- First an associate, and then a partner, representing plaintiffs in cases involving privacy, pensions, securities, employment, and consumer protection. Appeals, largely federal, constitute a significant portion of my practice.

The Hon. Betty Binns Fletcher, U.S. Court of Appeals for the Ninth Circuit

Aug. 2009 – Aug. 2010
Seattle, WA

- Law clerk to Judge Fletcher.

ACLU Drug Law Reform Project

Aug. 2007 – Aug. 2008
Santa Cruz, CA

- One-year fellowship litigating civil and criminal cases related to drug policy and civil rights.

The Hon. Diana E. Murphy, U.S. Court of Appeals for the Eighth Circuit

Aug. 2006 – Aug. 2007
Minneapolis, MN

- Law clerk to Judge Murphy.

EDUCATION

Yale Law School

J.D., 2006

- Editor, *Yale Law Journal*
- Editor-in-Chief, *Yale Journal of Law and the Humanities*

Yale College

B.A., 2002

- B.A. *summa cum laude*, English; Phi Beta Kappa

REPRESENTATIVE MATTERS

- *City of Buffalo v. Hyundai Motor Am., Inc.*, 140 F.4th 1249 (9th Cir. 2025) and *City of Buffalo v. Hyundai Motor Am., Inc.*, No. 24-2350, 2025 WL 1721053 (9th Cir. June 20, 2025).
  - Briefed and argued for appellees. The Ninth Circuit largely affirmed the district court.
- *M.N. v. MultiCare Health Sys., Inc.*, 541 P.3d 346 (Wash. 2024).
  - Briefed and argued for petitioners. The court reversed the lower courts and held that the petitioners had established legal causation.
- *Jabbari v. Farmer*, 965 F.3d 1001 (9th Cir. 2020) and *Jabbari v. Farmer*, 813 F. App'x 259 (9th Cir. 2020).
  - Author of appellees' brief. The Ninth Circuit affirmed the district court's class-action certification and settlement approval.
- *Campidoglio LLC v. Wells Fargo & Co.*, 870 F.3d 963 (9th Cir. 2017).
  - Briefed and argued for appellants. The Ninth Circuit revived appellants' action for breach of contract.

SELECTED PUBLICATIONS, PRESENTATIONS, AND HONORS

- *On the Lawfulness of Awards to Class Representatives,* 2023 Cardozo L. Rev. de novo 1.
- *Alphabet Soup: Exploring Washington's Unique "ABC Rule" on Attorney Fees From Collateral Litigation,* Washington State Bar News (Feb. 9, 2023).
- *Washington's Flawed ABC Rule,* 58 Willamette L. Rev. 251 (2022).
- *Vaccine Law: An Overview of Current Law and a Look at the Future*, NWLawyer, Nov. 2019, at 48 (surveying vaccine mandates and the cases upholding them).
- Selected to 2013–2019 "Rising Stars" and 2020–2025 "Super Lawyers" in *Washington Law & Politics*.
- *Best Lawyers in America*®, Appellate Practice, Seattle, Washington, 2024–2026

June 26, 2026

Francis A. Adewale
President, Washington State Bar Association
1325 Fourth Avenue, Suite 600
Seattle, WA 98101

Via: Sanjay Walvekar, Outreach and Legislative Affairs Manager

Re: Interest in Serving as Vice-Chair, WSBA Judicial Recommendation Committee

Dear President Adewale:

I write to express my interest in serving as Vice Chair of the Washington State Bar Association's Judicial Recommendation Committee for the upcoming term.

For the past year and a half, I have served as a voting member of the JRC and have valued the opportunity to contribute to its evaluation of judicial candidates. That work has reinforced my view that the Committee serves an important role for both the Governor's Office and the Washington State Bar Association by supporting a thoughtful, rigorous, and nonpartisan appointment process.

I would welcome the opportunity to serve in a leadership role and to bring practical judgment, discretion, and experience to the Committee's work. In both private practice and my current role as Senior Copyright Counsel at Microsoft, I have worked on litigation, counseling, ethics, and governance issues requiring careful evaluation, respect for process, and sound judgment in matters involving significant institutional and public interests.

I believe that background would allow me to support the Chair, assist with continuity and process, and help the Committee carry out its responsibilities with care, independence, and respect for the work entrusted to it.

Thank you for your consideration. It would be a privilege to continue serving the Bar and the Judicial Recommendation Committee as the Committee's Vice Chair for the upcoming term.

Respectfully,

Brian F. McMahon

Brian F. McMahon

Brian F. McMahon
[redacted] | bfmcmahon@gmail.com | www.linkedin.com/in/bfmcmahon

WORK EXPERIENCE:

In-House Counsel Experience:

Microsoft Corporation — *Redmond, WA*
Senior Copyright Counsel, Intellectual Property Group — March 2024-Present

- Counselor/Advisor: Provide guidance and opinions on domestic and international copyright law to various products and services teams located globally; provide informed briefing to senior leadership on issues pertaining to developing copyright law as applied to artificial intelligence.
- Subject Matter Expert: Serve as designated team subject matter expert on all matters relating to competitive intelligence, trade secrets, and confidential/proprietary information; develop and deliver presentations relating to same
- Service Advocate: Serve on Leadership Committee for "DICE" (Disability Inclusion in Corporate, Executive, and legal affairs group); develop and drive community partnerships between Microsoft and disability-rights groups throughout Washington.
- Community Leader: Co-Lead of Microsoft's Disability Inclusion in CELA (Corporate, External, & Legal Affairs) Employee Network, a volunteer disability-inclusion network open to all employees dedicated to building community, promoting awareness and education, and improving accessibility for all disabled community members.

Law Firm Experience:

Christensen O'Connor Johnson Kindness, PLLC ("COJK") — *Seattle, WA*
Non-Equity Member, Litigation Group Vice Chair — April 2012-February 2024

- Counselor/Advisor: Provided guidance and opinions, both formal and informal, to COJK Executive Committee and Managing Partners on various matters including but not limited to conflicts of interest, professional ethics, statutory and regulatory interpretation, contract interpretation, contract negotiations, labor and employment law, DEIA initiatives, intellectual property enforcement and transfer, resource and asset distribution, training, management, and leadership.
- Team Leader: Served as Vice Chair of COJK Litigation and Conflicts Group to successfully manage and advance all active Group matters to resolution; assumed and executed all internal direct report responsibilities to COJK Executive Committee and external direct report responsibilities to designated client liaisons; supervised and mentored junior attorneys and staff.
- Problem Solver: Established COJK's Alternative Dispute Resolution Group and successfully mediate third-party intellectual property disputes; served as Rule 39.1 Neutral for the U.S. District Court for the Western District of Washington and its ADR Program.

Morrison & Foerster, LLP — *Los Angeles, CA*
Senior Associate, Litigation — April 2010-April 2012
Junior Associate, Litigation — January 2006-July 2007
(Break in tenure due to family medical circumstances requiring temporary relocation)

- Dedicated Team Member: Served in support of dynamic and fast-paced litigation team to provide factual diligence, legal research, memoranda, trial briefs, appellate briefs, deposition outlines and preparation materials. Orchestrated large-scale, long-term document review project to manage and supervise attorney-review team comprised of over 60 attorneys across several states and various remote locations.
- Motivated Advocate: Co-founded firm's Pro Bono Program for Displaced Disabled Veterans, focused on assisting displaced veterans with obtaining disability benefits.

Alston & Bird, LLP — *Charlotte, NC*
Associate, Litigation — July 2007-March 2010

- Proactive Contributor: Developed highest annual book of business in class (over $500,000/year) while supporting a variety of federal district court, appellate court, and administrative proceedings.

Latham & Watkins, LLP — *Los Angeles, CA*
Junior Associate, Patent Litigation — October 2004-January 2006

Government/Non-Profit Experience:

West Point Association of Graduates ("WPAOG") *Remote/Seattle, WA*
Advisor to the Board of Directors, WPAOG January 2014-December 2016

- Class Representative: Competitively selected as Class Representative for the Class of 1996 to serve a three-year term as Advisor, Ethics Committee, WPAOG. Responsible for providing Board of Directors with informed opinions pertaining to charitable gifts/donations, conflicts, and corporate governance.

U.S. Court of Appeals for the Federal Circuit *Washington, DC*
Law Clerk for then-Chief Judge H. Robert Mayer September 2003-September 2004

- Senior Law Clerk: Served one-year term as senior law clerk to assist chambers with matters pertaining to patent law, government contracts/procurement, veterans' benefits decisions, civil service termination decisions, and other issues arising from the Court's exclusive statutory appellate jurisdiction.

Military Service Experience:

United States Army *Various Locations*
Second Lieutenant June 1996-October 1997

- Honorably Discharged Veteran: Received medical discharge prior to graduating from Armor Basic Course; Disability Rating from U.S. Dep't Veterans Affairs: 100%.

Cadet, United States Military Academy June 1992-June 1996

- Distinguished Graduate: Graduated in the top 10% of class; served as Cadet Company Commander; awarded Brigade Soldier of the Quarter distinction.

Private First Class, Airborne Infantry (Spec. Ops.) May 1991-June 1992

- Served overseas in Ranger Company, Long Range Surveillance Detachment.

EDUCATION:

Law School: Georgetown University Law Center, J.D. September 2000-May 2003
Undergraduate Studies: United States Military Academy, B.S. June 1992-June 1996

LICENSES/ADMISSIONS/CERTIFICATIONS:

State Bar Memberships: New York, California, Washington (active); North Carolina (inactive).
Federal Court Admissions: U.S. Supreme Court; U.S. Court of Appeals for the Ninth Circuit; U.S. Court of Appeals for the Federal Circuit; U.S. District Court for the Western District of Washington; U.S. District Court for the Northern District of California; U.S. District Court for the Central District of California; U.S. District Court for the Southern District of California; U.S. District Court for the Eastern District of California.

SELECT PUBLICATIONS/PRESENTATIONS:

- "Copyright in the Age of AI: Navigating New Frontiers,"CenterForce IP Strategy Summit; panelist (Seattle, WA April 2025).
- "Defining Moments in AI Copyright Litigation," AI, Big Data, and Cloud Conference; panelist (Seattle, WA November 2025)
- "The status of willful infringement jurisprudence in the aftermath of *SRI v Cisco*," Washington State Patent Law Association; panelist (Seattle, WA January 2022).
- "Ethics for Patent Practitioners," National Association of Patent Practitioners, Annual Meeting & Conference (Seattle, WA July 2019).
- "Intellectual Property: From Fundamentals to Enforcement," Seattle University School of Law, Summer Practice Academy (Seattle, WA, July 2015 and July 2017).

PRO BONO/VOLUNTEER ACTIVITIES:

- Member, Governor's Committee on Disability Issues & Employment (Term: 2026-2029)
- Advocate, Qualified Suitable Representative, Developmental Disabilities Advocacy Project, Northwest Justice Project (2025 to Present)
- Volunteer Member, WSBA Judicial Recommendation Committee (FY 2025 to Present)

Alexander R. Reaganson, WSBA# 59365
[redacted]
alexander.reaganson@nwjustice.org ~ [redacted]

August 13, 2026

Washington State Bar Association
Board of Governors
1325 Fourth Ave, Suite 600
Seattle, WA 98104

To Whom It May Concern:

My name is Alex Reaganson, and I'm currently the FY 26 Chair of Washington New Members Committee (WNMC) and sit on the Pro Bono and Public Service Committee (PBPSC), all while working as a Staff Attorney at Northwest Justice Project. My continued commitment to creating a more equitable and just world has now led to me to throw in my hat for Co-Chair of the PBPSC. Having spent the past three years attending meetings, events, and even helping to establish the committee's new Law Student Liaison positions this past year, I'd like the opportunity to work towards expanding and improving the committee's work by serving as one of the FY '27 Co-Chairs.

My work with the PBPSC, so far, has primarily focused elevating pro bono and public service connections, principles, and opportunities within the new member and law school communities. My networking with the Pro Bono & Public Service Committee and Northwest Justice Project's email listservs lead to the most nominations the WNMC has received in recent memory over the three years I've managed the Public Service & Leadership Award. Additionally, for the PBPSC, this year will be the first year that my proposed Law Student Liaison positions will be filled.

Outside of the PBPSC, I've had the pleasure to help organize, moderate, and present at panels/CLEs through my position here at Northwest Justice Project. Additionally, through college internships, AmeriCorps deployments, and other volunteer opportunities, I have experience in volunteer coordination, event logistics, and a vast and wide-ranging network that came be used to benefit the committee and WSBA as a whole.

Currently, confidence in the legal field is waning primarily because of the limits on access to justice and attorneys who are willing to step up and engage in pro bono or public service representation. It's the role of the PBPSC to help ensure volunteers are able to pursue and connect with relevant opportunities. I'd like to think my engagement with the committee, skills, and previous experience show that I'm ready to take on this role and help guide the committee through the next year. In the meantime, I am just incredibly grateful to be considered. I thank you for your time and consideration, and I look forward to hearing back regarding this position.

Sincerely,

Alexander R. Reaganson

Alexander R. Reaganson

Alexander R. Reaganson, WSBA# 59365
[redacted]
alexander.reaganson@nwjustice.org ~ [redacted]

EDUCATION

Gonzaga University School of Law, as Alexander Medina Spokane, WA
Juris Doctor, May 2021. *Pro Bono Distinction, Gold Level (200-300 hours)*

- Student Bar Association: Parliamentarian (2020-21), 1L Representative (2018-19)
  - SBA Representative on Academic Affairs Faculty Committee (2020-2021).
- Student Position: Sustainability Graduate Assistant, November 2018-May 2021.
  - Position duties included: internal/external stakeholder engagement, staffing and networking between university committees, conducting policy analysis on laws that might affect university operations, and managing the university triennial AASHE STARS rating submission in 2020.

Arizona State University, as Alexander Medina Tempe, AZ
Bachelor of Arts, Sustainability; Minors: History/Political Science, August 2016
Undergraduate Certificate: Political Thought & Leadership, May 2016

- Walton Global Sustainability Scholar

PROFESSIONAL EXPERIENCE

Northwest Justice Project- Vancouver Office Vancouver, WA
Staff Attorney (General Field Office), August 2024-Present

- Providing meaningful legal assistance to low-income clients in Clark, Klickitat, and Skamania Counties in both Superior and District Courts.
- Representing clients across criminal re-entry, landlord/tenant, housing-related consumer law, and education law practice areas.
- Engaging with the client community to understand the legal need and issues effecting them, including by helping establish and staff legal clinics across my practice areas.
- Representing indigent clients as appointed counsel in eviction actions, under RCW 59.18.640.
- Collaborating with the legal community through various stakeholder taskforces, including assisting other attorneys with legal research on cases of first impression and participating in cross-organizational mooting.
- Establishing and running pro bono legal clinics in coordination with regional partners including WorkSource SW-Washington and Vancouver Public Schools.

Northwest Justice Project- Native American Unit Spokane, WA
Staff Attorney (East+), August 2021-August 2024

- Provided meaningful legal assistance to low-income Native American clients in both state and tribal courts, including Spokane, Nooksack, Kalispel, and Yakama Tribal Courts.
- Represented client across criminal re-entry, landlord/tenant, housing, and family law practice areas in both state and tribal courts.
- Engaged with the client community to understand the legal needs and issues affecting the community, both on and off the reservation.

Alexander R. Reaganson, WSBA# 59365
[redacted]
alexander.reaganson@nwjustice.org ~ [redacted]

University Legal Assistance Spokane, WA
Law Clerk, General Public Practice/Tribal Law Clinic, May 2019-May 2020
- Provided competent legal services to Inland Northwest tribal members.
- Represented clients across criminal, family, probate, and administrative practice areas.
- Prepared motions and orders and arguing them at pre-trial and hearings in tribal court.
- Argued and succeeded in a case of first impression regarding subpoena enforcement.
- Registered Spokesperson in Kalispel, Spokane, and Coeur d'Alene Tribal Bar Assoc.

Federal Emergency Management Agency (FEMA) Multiple Locations
Reservist, Environmental Specialist (FQS Trainee Designate), April 2017-September 2018
- Coordinated with mission areas and local governments to complete recovery projects.
- Ensured project compliance with relevant laws, regulations, and executive orders.
- Addendum describing individual deployment duties available upon request.
- FQS Qualified Environmental Compliance Review Specialist.

AmeriCorps NCCC – FEMA Corps Multiple Locations
Team Member – External Affairs Specialist, Assistant Team Leader, July 2016-April 2017
- Coordinated with mission areas and local governments to ensure relevancy communication with internal and external stakeholders.
- Assisted Regional Incident Management Assistance Teams in relevant external affairs projects including digital media, congressional research, research and updates to best practices within the region.
- Addendum describing individual deployment duties available upon request.

MEMBERSHIPS & ADMISSIONS

Washington State Bar Association, Bar Number #59365
- *Sections:*
  - WSBA Indian Law Section
  - WSBA LGBTQIA+ Section
- *Committees:*
  - Member, Pro Bono & Public Service Comm.; *Term:* October 2023-Present
    - Team Lead: Law Student Engagement Working Group; November 2024-Present
  - Chair, Washington New Members Comm.; *Term:* FY '26
    - Chair-Elect; *Term:* FY '25
    - Fmr. Greater Spokane Area Representative; *Term:* FY '24
    - Team Lead:
      - Public Service Leadership Award; FYs '24-'26
      - WNMC Charter Development Team; FY '26
      - ABA-YLD Assembly Delegation; FY '26
      - WNMC Bylaws Amendment Team (Co-Lead); FY '25

Alexander R. Reaganson, WSBA# 59365
[redacted]
alexander.reaganson@nwjustice.org ~ [redacted]

Northwest Indian Bar Association, Member

Tribal Court Admissions:

- Kalispel Tribal Court, KTC#210- Inactive, Admitted July 2019
- Spokane Tribal Court- Inactive, Admitted Sept. 2019
- Coeur d'Alene Tribal Court- Inactive, Admitted Sept. 2019
- Nooksack Tribal Court- Inactive, Admitted Sept. 2022
- Yakama Tribal Court- Inactive, Admitted June 2023

OPEIU Local 8, Union Member

- Northwest Justice Project Shop Steward; Approx. November 2022-Present
- Bargaining Committee Member; September 2024-Present
    - NJP/OPEIU 2022-2025 Contract Extension Team
    - NJP/OPEIU 2025-2026 Collective Bargaining Agreement Team

SELECT AWARDS

The Congressional Award, Bronze Level, April 2017
The President's Volunteer Service Award, Gold Medal, April 2017
Chapter Distinguished Service Key, Alpha Phi Omega – National Service Fraternity.

Information on research, trainings, and presentations can be found on the next pages

Alexander R. Reaganson, WSBA# 59365
[redacted]
alexander.reaganson@nwjustice.org ~ [redacted]

ACADEMIC RESEARCH

Published Articles:

- Alexander R. Medina, *Enforcement of Tribal Witness Subpoenas on Non-Indians: How the UCCJEA Provides for the Impossible*, 14 L. J. SOC. JUST. 116-129 (2021)

Internal Publications:

- Gonzaga University Office of Sustainability, *Implications of the Washington Clean Energy Transformation Act on Gonzaga University.* Developed for Gonzaga University's Administration and CREATE Committee. (2019)

PRESENTATION EXPERIENCE

Presenter/Trainer:

- ***An Assortment of Compelling Idiosyncrasies in Tribal Housing Cases***
  Washington Legal Aid Native American Task Force, May 2023 Meeting
  - *"What happens when everyone knows each other?"*: This training was focused on highlighting a previous case of mine and similar situations where interpersonal relationships and related issues might interfere and/or be the basis for a tribal housing eviction.

Facilitator/Moderator:

- ***Establishing and Maintaining Pro Bono Legal Clinics that Benefit Indian Country***
  Washington Legal Aid Native American Task Force, October 2023 Meeting.
  - This training, in partnership with Judge Tom Tremaine, Stacey Lara, Joshua Williams, and Deborah Ost, was a Q&A style panel, prefaced by highlighting the under-representation of Native individuals in tribal court. The panel focused on establishment, operation, and benefits of Native-focused legal clinics in the State of Washington.

SELECT TRAINING

Emergency Management Institute, Professional Development Series. May 2017;

National Institute of Trial Advocacy: Deposition Skills Program, Seattle. August 2025; Trial Skills, National Public Service Program at Emory University, July 2026.

Continuing Legal Education:

- *Legislative & Rulemaking Advocacy,* Northwest Justice Project*,* December 2023
- *Serving Clients w/ Different Abilities,* Northwest Justice Project, October 2023
- *35th Annual Indian Law CLE,* Schwabe, Williamson & Wyatt, May 2023
- *Oral Advocacy – Preparing for a "conversation with the Court."* Northwest Justice Project, March 2023
- *LitKit: Trauma-Informed Care (TIC) Introduction & Basic Concepts,* October 2022

August 16, 2026

To: Washington State Bar Association Board of Governors:

I am interested in serving as Co-Chair of the Pro Bono and Public Service Committee (PBPSC). Through my pro bono work volunteering in clinics with the Asian Bar Association of Washington and with law firm and non-profit partnership events, I have seen the direct impact that organized volunteer efforts have on our community. As an in-house attorney, I see a strong opportunity to build a bridge between the committee and the in-house legal community, and bring awareness to corporate counsel on opportunities to get involved in public service.

Doing this work has been deeply rewarding, and I want to continue pursuing it by taking on a leadership role with the PBPSC. As Co-Chair, I hope to bring my perspective from the in-house sector and my clinic experience to help guide the committee, expand volunteer participation, and connect more attorneys with meaningful pro bono work. Thank you for your time and consideration.

Sincerely,

Chajin Wu

CHAJIN WU

[redacted] • chajinwu@gmail.com • Seattle, WA

SUMMARY

At Meta, I support the Monetization team as a product counsel, collaborating across functions to take products from ideation to launch. As a member of the Regulatory Response & Readiness team, I focus on products created in response to new privacy laws and regulatory pressure on data collection and processing for ads. I specialize in privacy and consumer protection law, including Digital Services Act, Digital Markets Act, GDPR, FTC Act, US state privacy laws, and other global obligations.

EXPERIENCE

Meta Platforms, Inc. remote — *Associate General Counsel,* August 2023 – present; *Lead Counsel,* November 2021 – August 2023

Product counsel for **Monetization, Regulatory Response & Readiness**

- Back End/Product Development: develop technical specifications to meet regulatory obligations, including data use limitations and consent standards, while preserving revenue and engagement
- Front End/Content and Regulator Engagement: advise on product design and content to provide transparency while reducing privacy and consumer protection risks; draft terms of service and privacy policy updates; support product launches by reviewing go-to-market materials; prepare regulator briefings and respond to inquiries
- Leadership: represent legal for cross-functional reviews and escalations at the VP level, serving as a central voice among privacy, competition, and regional legal stakeholders and influencing major product decisions like launch criteria, data use, and product prioritization

Walmart Inc. San Bruno, CA — *Counsel III,* July 2021 – October 2021; *Counsel II,* October 2019 – July 2021

Product and commercial counsel for **Walmart Connect** (Walmart's digital advertising group), **Store No. 8** (Walmart's technology incubation group) and **Walmart Global Technology**

- Product: counseled on product and intellectual property concerns in developing new hardware and software products; advised on privacy and consumer protection compliance
- Commercial: led Walmart's migration from external agency by developing new forms and processes for agreements; negotiated agreements amounting to over $1 billion in ad sales; negotiated MSAs and strategic agreements, including creation of a demand-side platform with The Trade Desk

Sidley Austin LLP Palo Alto, CA — *Associate,* March 2018 – July 2019

Simpson Thacher & Bartlett LLP New York, NY — *Associate,* October 2016 – March 2018

EDUCATION

Stanford Law School, Stanford, CA — Juris Doctor, 2016

Rice University, Houston, TX Bachelor of Arts, *magna cum laude,* Phi Beta Kappa, in Political Science, 2012

ADMISSIONS, SKILLS & INTERESTS

Bar Admissions: New York, California, Washington

Languages: Spanish (advanced), Mandarin Chinese (native speaker, beginner reading/writing)

Interests: enjoying film and live theater, gardening, fostering kittens, crafting the perfect pizza

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Alexander R. Reaganson, FY26 Chair
Washington New Members Committee
Chelle Gegax, WNMC Staff Liaison
Washington State Bar Association

DATE: August 19, 2026

RE: Washington New Members Committee Charter Update

ACTION: Approve the Revised Washington New Members Committee Charter

An outdated version of the Washington New Members Committee (WNMC) charter was accidentally submitted in the meeting materials packet to the Board of Governors, which the Board unanimously approved at the July 24, 2026 meeting. In August 2026, staff subsequently identified the charter version error.

The main differences between the charter approved by the Board in July and the revised version of the charter are minor and include 1) revised goals and objectives to remove granular details, and 2) expanded definitions for the At-large Diversity, Equity and Inclusion (DEI) Representative, At-large Pro Bono & Public Service Representative, and the At-large Solo & Small Practice Representative positions. The risk, equity, and fiscal analyses from the July materials are incorporated into this updated memo given the differences between the two versions are not significantly substantive.

The Washington New Members Committee respectfully asks that the Board of Governors approve this revised charter as final for implementation on October 1, 2026.

WSBA RISK ANALYSIS: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

The risk analysis is included in the BOG's confidential materials.

WSBA FISCAL ANALYSIS: *This section is to be completed by the Finance Department, with input from the proposing entity or individual.*

There are a variety fiscal impacts to WSBA resulting from the proposed charter, which includes expanded costs for the size and make-up of the Committee and increased programming. The proposed charter adds two new committee positions, increasing the size from 18 to 20 members. This will result in additional Committee member expenses, such as travel, meals, and accommodations for in-person meetings, events, trainings, or conferences, which will be reimbursed according to rates and limitations outlined in WSBA's fiscal policies. The proposed charter also includes changes to the committee member representation from regions to congressional districts and increasing the number of at-large positions from 3 to 6. The switch from regions to congressional districts should not significantly affect costs, while the increased number of at-large positions could lead to varying expenses based on where those members are located since they aren't tied to a specific area. The charter also includes goals and objectives that can result in direct costs for programming, such as the development of new mentorship programs and expanding the number and type of outreach events. The cost will vary each year, depending on the workplan of the WNMC. The first draft of the FY 2027 budget was prepared with the proposed charter in mind and includes a total of $18,500 for New Member Outreach Events (increased from $5,000 in FY 2026) and $30,500 (increased from $15,000 in FY 2026). Additionally, the fiscal impact includes staff time used to assist in drafting the charter, incorporate the changes into relevant records and systems, communicate changes to stakeholders, and provide administrative support to additional volunteers. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and does not require additional staff or allocation of resources from other internal sources.

WSBA EQUITY ANALYSIS: *This section is to be completed by the Equity and Justice Team, with input from the proposing entity or individual.*

The purpose of the equity analysis is to understand how entities incorporated an equity lens into proposed action items presented to the Board of Governors. Applying an equity lens includes 1) identifying and centering people and communities most impacted by decisions and/or 2) meeting people and communities according to their specific needs to produce fair and equal outcomes for all.

The charter itself appears to be reasonably informed by the perspectives of communities that are underrepresented and marginalized in the Washington legal profession and are intended to address existing challenges with recruiting and retaining leadership diversity.

The substance of the proposed WNMC Charter will include changes to its structure and purposes that have a potential to increase transparency and consistency and improve the WSBA's ability to engage with and gather data to support the specific needs of new members.

Attachments

Revised WNMC Charter

WASHINGTON STATE BAR ASSOCIATION

WASHINGTON NEW MEMBERS COMMITTEE (WNMC) CHARTER

~~**Purpose:**~~

~~Support~~**As approved by the FY 26 WNMC on May 27, 2026**
***Pending Approval by the WSBA Board of Governance* Mission**

Statement:

The mission of the WNMC shall be to support the professional development of new members of the Washington State Bar Association (WSBA) by providing mentorship, leadership opportunities, and resources that address pressing challenges such as student debt and practical skills gaps. The committee aims to serve as a trusted resource for stakeholders and foster meaningful new member engagement within the legal community.

Goals~~,~~ **and Objectives** ~~**and**~~

~~**Activities**~~**: Goal 1. Be**

Data-Driven.

- *Objective A*. Collect and analyze data on new members' needs through post-licensure surveys and other evaluative forms.
  - ~~*Activity 1*: Prepare and conduct regular surveys, including the following:~~
    - ~~To regularly assess and provide opportunities for new members to express any needs and provide evaluative feedback, and;~~
    - ~~To annually assess new admittees' early acclimation through new admittee surveys.~~
- ~~*Activity 2*~~*Objective B*: Produce reports and provide recommendations to the Board of Governors based on data-driven insights.
- ~~*Activity 3*~~*Objective C*: Regularly explore and develop independent committee projects and participate in projects across WSBA in line with appropriate data.

Goal 2: Advocate.

- *Objective A*. Represent, advise and advocate for new members within the WSBA Board of Governors and other decision-makers to ensure new member issues and voices are included in decision-making.
- *Objective B*. Address regular and emerging challenges unique to new members, such as ~~student loan repayment~~ transition to practice and opportunities for practical skills development.

Goal 3. Grow and Connect.

- *Objective A*: ~~Develop~~ Establish robust pathways and ~~/or~~ promote formal and informal ~~mentorship programs to facilitate development of legal practice skills~~

- ~~*Activity 1:* Research and review mentorship programs established by affinity bar associations and/or other state bar associations to guide current and future programs.~~

- ~~*Activity 2:* Engage in relevant networking to connect~~ partnerships to ensure new members ~~to additional mentorship opportunities~~ feel supported in the profession.
  - ~~*Activity 3:* Identify and pursue opportunities for practical skills development for new members.~~
- *Objective B*: ~~strengthen~~Strengthen connections with law schools, affinity bars ~~and~~, along with WSBA entities~~.~~
  - ~~*Activity 1:* Host in-person meetings and outreach events at law schools.~~
  - ~~*Activity 2:* Support and collaborate with all WSBA law student representatives to ensure effective student engagement.~~
- ~~*Activity 3:* Explore and seek out partnerships with affinity bar organizations and relevant WSBA entities on WNMC priorities and events~~ and programs.
- *Objective C*: Foster a positive culture and meaningful networks of support.
  - ~~*Activity 1:* Maintain active communication through social media, relevant WSBA listservs, and other appropriate channels.~~

Goal 4: Pro Bono Empowerment.

- *Objective A*: Build and ~~/or~~ promote partnerships that enable and encourage new members to engage in pro bono work ~~with malpractice coverage and supervision~~.
  - ~~*Activity 1:* Maintain an active relationship with both the Access to Justice Board and WSBA Pro Bono & Public Service Committee.~~
  - ~~*Activity 2:* Seek out and develop networks to allow new members to engage in pro bono and public service work.~~

- *Objective B*: Provide a positive example of volunteerism within the Washington State Bar Association.

Goal 5: Professional Development.

- *Objective A*: Promote CLEs, experiential learning, and leadership opportunities tailored to new members.
  - ~~*Activity 1:* Coordinate professional development opportunities and CLE sessions tailored to the evolving needs of new members.~~
  - ~~*Activity 2:* Engage with and advertise the WSBA Trial Advocacy Program and Practice Primers.~~
  - ~~*Activity 3:* Participate in recruitment efforts for relevant leadership and subject-matter expert opportunities for new members, especially in WSBA New Member Education programs.~~
- *Objective B*: ~~increase~~Increase engagement through section liaison roles and other leadership opportunities.
  - ~~*Activity 1:* Interview and nominate candidates for the WSBA Board of Governors New Member At-Large seat (when needed).~~
- *Objective C*: ~~Establish robust pathways~~Develop and/or promote formal and ~~partnerships~~informal mentorship programs to ~~ensure new members feel supported in the profession~~facilitate development of legal practice skills.

Meetings

- Time and Place: The WNMC shall aspire to meet monthly, ~~virtually, for one (1) hour~~ unless otherwise noted by this Charter or at the discretion of the Chair;
  - ~~One~~Additionally, the WNMC shall aspire that one meeting per quarter~~, meetings shall be~~ is held in-person~~/~~ or a hybrid~~, for three (3) hours with an additional hour for lunch~~ fashion.
    - ~~At~~If such meetings are held, at least one ~~(1) of the in-person/hybrid meetings shall~~should be set for a time and place that aligns with ~~the applicable~~a regular Board of Governors meeting.
- Meeting Expectations:
  - ~~All regular meetings of the WNMC shall comply with Art. VII(B) "Open Meeting Policy," of the WSBA Bylaws.~~
  - The Chair shall establish an agenda for each ~~monthly~~ meeting and ensure such agendas are distributed ~~approx.~~approximately one ~~(1)~~ week prior to each meeting, in coordination with the WNMC Staff Liaison(s).
  - If the Chair is unable to attend any scheduled meeting, the Chair-Elect shall assume the role and its responsibilities~~,~~ for that meeting; if the Chair-Elect is also unavailable, then the Immediate Past Chair shall assume the same.

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- It is expected that all members of the WNMC shall have no more than two ~~(2)~~ unexcused absences from regular meetings.
- It is expected that all members of the WNMC shall actively participate in at least one ~~(1)~~ project team.

Committee Membership

- Leadership Team:
  - The Chairs:
    - Chair
    - Chair-Elect, as Vice Chair
    - Immediate Past Chair
  - ~~Governor, At-Large (New Members),~~ WSBA Board of Governors Liaison, *ex-officio* (non-voting, generally)[1]
  - WNMC Staff Liaison(s), *ex officio* (non-voting, generally)[2]
- Congressional District Representatives (Eligibility based on either home or work address):
  - District 1
  - District 2
  - District 3
  - District 4
  - District 5
  - District 6

[1] *See infra* "Recommendations Subcommittee"
[2] *See infra* "Recommendations Subcommittee"

- District 7 (North~~)~~[1])[3]
- District 7 (South~~)~~[2])[4]
- District 8
- District 9
- District 10

- Six ~~(6)~~Statewide At-Large Representatives:
  - Diversity, Equity and Inclusion (DEI) Representative:
    - ~~QLSP,~~The DEI Representative shall act as the lead in promoting diversity and inclusion within the WSBA New Member community, as well as serve as a liaison, when necessary, between the WNMC and other DEI-related entities within WSBA. The representative shall also work with WNMC leadership and project teams to ensure that WNMC initiatives are considered and operated with a sense of equity and justice for all new members.
  - Pro Bono & Public Service Representative:
    - The Pro Bono & Public Service Representative shall act as the lead in promoting Goal 4 of this Charter. In so doing, the representative shall act as a liaison between the WNMC, the New Member community at-large, related WSBA entities, and other relevant external stakeholders when appropriate.
  - Solo ~~and~~& Small Practice Representative:
    - The Solo & Small Practice Representative shall be a voice on behalf of new members within the solo & small practice community. In so doing, when appropriate, the representative shall act as a liaison to the Solo & Small Practice Section and the Small Town and Rural (STAR) Council.
  - Three (3) General At-Large Representatives
- Terms:
  - The voting members of the WNMC shall be appointed for a term of three ~~(3)~~ years.
  - The terms of At-Large and District Representatives shall be staggered so no more than one-third ~~(1/3)~~ of these positions' terms end each year, categorized accordingly:
    - Class A (with terms beginning October 1, 2026):
      - At-Large: General Representative (Class A)
      - At-Large: Diversity, Equity and Inclusion Representative
      - District 2
      - District 5
      - District 7 (North)
      - District 10
    - Class B (with terms beginning October 1, 2027):
      - At-Large: General Representative (Class B)
      - At-Large: Public Service Representative
      - District 3
      - District 4

[1] ~~As defined by zip code boundaries established in the District 7 (North) position on the WSBA Board of Governors.~~

[2] ~~As defined by zip code boundaries established in the District 7 (South) position on the WSBA Board of Governors.~~

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- District 7 (South)
  - Class C (with terms beginning October 1, 2028)

[3] As defined by zip code boundaries established for the District 7 (North) position on the WSBA Board of Governors.
[4] As defined by zip code boundaries established for the District 7 (South) position on the WSBA Board of Governors.

- At-Large: General Representative (Class C)
- At-Large: Solo & Small Practice Representative
- District 1
- District 6
- District 8
- District 9

Nominations and Appointment

- The WSBA Executive Director will designate WSBA staff liaison(s) to support the WNMC, as the WNMC Staff Liaison(s).
- WNMC Committee members will be appointed by the Board of Governors in accordance with WSBA Bylaws ~~Art. IX(B)(1),~~, upon recommendation by the WNMC's Recommendations Subcommittee.
- **Recommendations Subcommittee:**
    - The purpose of the Recommendations Subcommittee shall be to review and consider all applicants to voting positions on the WNMC, as well as recommend qualifying candidates to the Board of Governors for appointment.
    - The Recommendations Subcommittee shall include all members of the WNMC Leadership Team.
        - Recommendation decisions shall be decided by a majority vote of the Subcommittee, with ~~three~~five total votes allocated accordingly:
            - One ~~collective~~ vote for the ~~Chairs (~~Chair~~,~~;
            - One vote for the Chair-Elect~~,~~;
            - One vote for the Immediate Past Chair~~);~~;
            - One collective vote for the WSBA Staff ~~Liaisons,~~ Liaison(s), and;
            - One vote ~~by~~ for the ~~Governor At-Large, New Members~~ WSBA Board of Governors Liaison.
        - It is understood that decisions by the Recommendations Subcommittee are preferred to be unanimous. However, should there be a significant split as to a recommendation~~, the Committee may vote to provide no more than two (2) recommendations for the Board of Governors to consider.~~ that cannot be resolved:
            - ~~If such an event occurs, the~~ The Recommendations Subcommittee ~~may inform the Board of Governors of each individual member's votes~~shall put forth two potential recommendations to the full committee for ~~each applicant~~advice and consent on a single recommendation, to be decided by majority vote of the full committee.
    - *Chair-Elect Recommendations:* The Recommendations Subcommittee shall recommend a Chair-Elect, from amongst qualifying applicants for the position, no later than the last day of February ~~28th (or 29th during a Leap Year) of~~, each year, for service beginning October 1, following appointment by the WSBA-BOG President-Elect in accordance with WSBA Bylaws ~~Art. IX(B)(1)(c).~~.
        - Should a current district or at-large representative be appointed as Chair-Elect, the position of said representative shall become vacant and any remaining term shall be open for applications during the regular committee recruitment process (beginning in April of each year), unless the position is filled by a mid-term appointment in accordance with the WSBA Bylaws and this Charter.
        - ~~The~~Those selected as Chair-Elect ~~will~~shall serve a three-year term, split accordingly: one (1) year as Chair-Elect; one (1) year as Chair, and; one (1) year as Immediate Past-~~-~~Chair.

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- *At-Large, District Representative Recommendations:* The Recommendations Subcommittee shall recommend individuals to the at-large and district

representative positions based on factors which will achieve the broadest range of diversity, practice area, and experience possible.

- *Prolonged Vacancies:* If any at-large or district representative positions have not been filled after six ~~(6)~~ consecutive months of vacancy, the Recommendations Subcommittee may recommend to such position(s) any ~~individual~~qualified new member(s) that agree to represent the perspective of that position in good faith, regardless of the individual's practice area or district of residence/employment.

Success Criteria

- Data showing net-positive new member satisfaction and integration across current and relevant priorities.
- Increased evidence of new members regularly attending, engaging with, and providing evaluative feedback on WNMC events and initiatives.
- Regular communication with new members, with corresponding positive social media engagement analytics.
- A fully staffed and engaged committee both in terms of attendance and project team participation.
- Proactive engagement and consultation with the WNMC by the WSBA Board of Governors and other bar entities.

Reporting & Evaluation

- *Annual Report*. The committee will produce an annual report pursuant to the WSBA Bylaws.
- *Charter and Entity Evaluation*. The work of the committee and its charter should be reviewed and renewed by the Board of Governors every five years after approval of the original charter.

~~**Approved by the FY26 Washington New Members Committee, this 16th Day of March, 2026**~~

~~**Alexander R. Reaganson, WSBA# 59365**~~
~~***2025-2026 Chair, Charter Team Lead***~~

~~**Janta Steele, WSBA# 60876**~~
~~***Chair-Elect, Charter Team***~~

~~**Mason Ji, WSBA# 58292**~~
~~***Imm. Past Chair, Charter Team***~~

~~**Ariel L. Cook, WSBA# 63105**~~
~~***Greater Olympia Rep., Charter Team***~~

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~~Mackenzie J. Lloyd, WSBA# 60238~~
~~*Southeast Reg. Rep., Charter Team*~~

~~Fatima Sami Al-Rikabi, WSBA# 63579~~
~~*Snohomish Co. Rep., Charter Team*~~

~~Matthew Rommelmann, WSBA# 60749~~
~~*Northwest Representative*~~

~~Chawisa Laicharoenwat, WSBA# 60882~~
~~*At-Large Representative*~~

~~Hanna Terra Harrison, WSBA# 58264~~
~~*Greater Spokane Representative*~~

~~Michelle Margaret Heese, WSBA# 62815~~
~~*North Central Representative*~~

~~Steven C. Brown, Jr., WSBA# 54096~~
~~*At-Large Representative*~~

~~Stephan Yhann, WSBA# 54230~~
~~*At-Large Representative*~~

~~Bethany Beal Nolan, WSBA# 55788~~
~~*King Co. Representative*~~

~~Mackenzie Spinks, WSBA# 62048~~
~~*King Co. Representative*~~

~~Thomas Lyle Garvey, WSBA# 57283~~
~~*Peninsula Representative*~~

~~Jordan Lee Couch, WSBA# 49684~~
~~*New Member Gov. (At-Large), WSBA-BOG*~~

~~Michelle Gegax~~
~~*WNMC Staff Liaison*~~

~~Vanessa Sweeny~~
~~*WNMC Staff Support*~~

Supremacy and Clean-Up

- This document shall be considered superior to and replace all previous WNMC governing documents and policies related to the topics above. This includes the 2014 Washington Young Lawyers Committee Appointment Policy, previous bylaws for the former WYLC and WYLD, and any other such documents not named here.
- Upon the approval of any relevant WSBA Bylaws amendment, this Charter shall be updated accordingly to reflect that change and ensure continued compliance with the WSBA Bylaws.

WASHINGTON STATE
BAR ASSOCIATION

WASHINGTON NEW MEMBERS COMMITTEE (WNMC) CHARTER
As approved by the FY 26 WNMC on May 27, 2026
Pending Approval by the WSBA Board of Governance

Mission Statement:

The mission of the WNMC shall be to support the professional development of new members of the Washington State Bar Association (WSBA) by providing mentorship, leadership opportunities, and resources that address pressing challenges such as student debt and practical skills gaps. The committee aims to serve as a trusted resource for stakeholders and foster meaningful new member engagement within the legal community.

Goals and Objectives:

Goal 1. Be Data-Driven.

- *Objective A*. Collect and analyze data on new members' needs through post-licensure surveys and other evaluative forms.
- *Objective B*: Produce reports and provide recommendations to the Board of Governors based on data-driven insights.
- *Objective C*: Regularly explore and develop independent committee projects and participate in projects across WSBA in line with appropriate data.

Goal 2: Advocate.

- *Objective A*. Represent, advise and advocate for new members within the WSBA Board of Governors and other decision-makers to ensure new member issues and voices are included in decision-making.
- *Objective B*. Address regular and emerging challenges unique to new members, such as transition to practice and opportunities for practical skills development.

Goal 3. Grow and Connect.

- *Objective A*: Establish robust pathways and partnerships to ensure new members feel supported in the profession.
- *Objective B*: Strengthen connections with law schools, affinity bars, along with WSBA entities and programs.
- *Objective C*: Foster a positive culture and meaningful networks of support.

Goal 4: Pro Bono Empowerment.

- *Objective A*: Build and promote partnerships that enable and encourage new members to engage in pro bono work.
- *Objective B*: Provide a positive example of volunteerism within the Washington State Bar Association.

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Goal 5: Professional Development.

- *Objective A*: Promote CLEs, experiential learning, and leadership opportunities tailored to new members.
- *Objective B*: Increase engagement through section liaison roles and other leadership opportunities.
- *Objective C*: Develop and/or promote formal and informal mentorship programs to facilitate development of legal practice skills.

Meetings

- Time and Place: The WNMC shall aspire to meet monthly, unless otherwise noted by this Charter or at the discretion of the Chair;
    - Additionally, the WNMC shall aspire that one meeting per quarter is held in-person or a hybrid fashion.
        - If such meetings are held, at least one should be set for a time and place that aligns with a regular Board of Governors meeting.
- Meeting Expectations:
    - The Chair shall establish an agenda for each meeting and ensure such agendas are distributed approximately one week prior to each meeting, in coordination with the WNMC Staff Liaison(s).
    - If the Chair is unable to attend any scheduled meeting, the Chair-Elect shall assume the role and its responsibilities for that meeting; if the Chair-Elect is also unavailable, then the Immediate Past Chair shall assume the same.
    - It is expected that all members of the WNMC shall have no more than two unexcused absences from regular meetings.
    - It is expected that all members of the WNMC shall actively participate in at least one project team.

Committee Membership

- Leadership Team:
    - The Chairs:
        - Chair
        - Chair-Elect, as Vice Chair
        - Immediate Past Chair
    - WSBA Board of Governors Liaison, *ex-officio* (non-voting, generally)[1]
    - WNMC Staff Liaison(s), *ex officio* (non-voting, generally)[2]
- Congressional District Representatives (Eligibility based on either home or work address):
    - District 1
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[1] *See infra* "Recommendations Subcommittee"
[2] *See infra* "Recommendations Subcommittee"

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    - District 7 (North)[3]
    - District 7 (South)[4]
    - District 8
    - District 9
    - District 10
- Six Statewide At-Large Representatives:
    - Diversity, Equity and Inclusion (DEI) Representative:
        - The DEI Representative shall act as the lead in promoting diversity and inclusion within the WSBA New Member community, as well as serve as a liaison, when necessary, between the WNMC and other DEI-related entities within WSBA. The representative shall also work with WNMC leadership and project teams to ensure that WNMC initiatives are considered and operated with a sense of equity and justice for all new members.
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    - Solo & Small Practice Representative:
        - The Solo & Small Practice Representative shall be a voice on behalf of new members within the solo & small practice community. In so doing, when appropriate, the representative shall act as a liaison to the Solo & Small Practice Section and the Small Town and Rural (STAR) Council.
    - Three (3) General At-Large Representatives
- Terms:
    - The voting members of the WNMC shall be appointed for a term of three years.
    - The terms of At-Large and District Representatives shall be staggered so no more than one-third of these positions' terms end each year, categorized accordingly:
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            - District 7 (North)
            - District 10
        - Class B (with terms beginning October 1, 2027):
            - At-Large: General Representative (Class B)
            - At-Large: Public Service Representative
            - District 3
            - District 4
            - District 7 (South)
        - Class C (with terms beginning October 1, 2028)

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- **Recommendations Subcommittee:**
    - The purpose of the Recommendations Subcommittee shall be to review and consider all applicants to voting positions on the WNMC, as well as recommend qualifying candidates to the Board of Governors for appointment.
    - The Recommendations Subcommittee shall include all members of the WNMC Leadership Team.
        - Recommendation decisions shall be decided by a majority vote of the Subcommittee, with five total votes allocated accordingly:
            - One vote for the Chair;
            - One vote for the Chair-Elect;
            - One vote for the Immediate Past Chair;
            - One collective vote for the WSBA Staff Liaison(s), and;
            - One vote for the WSBA Board of Governors Liaison.
        - It is understood that decisions by the Recommendations Subcommittee are preferred to be unanimous. However, should there be a significant split as to a recommendation that cannot be resolved:
            - The Recommendations Subcommittee shall put forth two potential recommendations to the full committee for advice and consent on a single recommendation, to be decided by majority vote of the full committee.
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        - Those selected as Chair-Elect shall serve a three-year term, split accordingly: one (1) year as Chair-Elect; one (1) year as Chair, and; one (1) year as Immediate Past-Chair.
    - *At-Large, District Representative Recommendations:* The Recommendations Subcommittee shall recommend individuals to the at-large and district

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representative positions based on factors which will achieve the broadest range of diversity, practice area, and experience possible.

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Success Criteria

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Reporting & Evaluation

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DRAFT

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

FROM: Executive Director Terra Nevitt

DATE: September 3, 2026

RE: Executive Director's Report

NextGen Exam Administration – Successful Make-up Exam

Following the failed July 2026 NextGen Bar Exam administration, we successfully administered the make-up exam on September 1 and 2 for 172 examinees at the University of Washington Tacoma Campus. Note that the results of this exam will come out at the same time as the July results. The next administration will be the regularly scheduled February 2027 exam. We continue to implement a variety of remedies for those that were impacted by the July exam failure, including:

- *Exam Waiver*. By order of the Washington Supreme Court, all first-time test takers that registered in-person in Yakima but were unable to complete the exam in July have the opportunity for a waiver of the bar exam requirement for admission to the practice of law in Washington.
- *February 2027 Retake at No Charge*. The examinees that were able to complete the exam in July, but that do not receive a passing score, may retake the exam in February at no additional cost.
- *Reimbursement of Costs*. Pursuant to Board action at the Special Meeting on August 7, we are reimbursing certain costs incurred for the unsuccessful July exam. Information is available on our website here.
- *Extended Rule 9 Status.* Those that completed the July 2026 exam, that do not qualify for the exam waiver, or qualify but decline it, may request an extension of their current Rule 9 license — or apply for a new one. Upon confirmed eligibility, the Washington Supreme Court will extend or issue the license through July 31, 2027, to allow for results from the February 2027 exam.
- *Courtesy Seating for the February and July 2027 Exams.* This action by the Board at the Emergency meeting on Thursday, August 13 will allow those that accept the bar exam waiver to also sit for the bar exam – at their own expense – in order to obtain a score. If they fail, it will have no impact on their license.

Although the Court's order and the other remedies we are implementing may not cover every situation, we are prepared to address hardships on a case-by-case basis, and the Court has indicated the same. Individual concerns should be directed to admissions@wsba.org. We will continue to communicate as transparently as is feasible through our FAQs which are constantly being updated.

What happened with the July exam was devastating and disappointing and the applicants have shown incredible patience and resilience. We look forward to welcoming them into the profession.

Supporting the Former Clients of Alexandra Lozano

Immigration lawyer Alexandra Lozano resigned in lieu of discipline under Rule for Enforcement of Lawyer Conduct 9.3(b). The discipline notice is available here. This was the culmination of a thorough and lengthy disciplinary

investigation by the Office of Disciplinary Counsel (ODC), based on multiple grievances, into the law practice of Alexandra Lozano Immigration Law, a firm that represented more than 35,000 clients, nationwide, on petitions for humanitarian visas filed with United States Citizenship and Immigration Services (USCIS). ODC's investigation led to a Statement of Alleged Misconduct that Lozano had systematically violated many ethical duties. Rather than contest disciplinary charges, Lozano, who was represented by counsel, chose to resign in lieu of discipline (though she formally denied the misconduct), which prevents her from ever applying for readmission to the practice of law.

Almost immediately after the resignation became effective, we started hearing from immigration lawyers and the impacted communities about urgent needs for legal assistance, complete copies of their files, and return of fees paid to Lozano. In response, we sought and custodians have been appointed by the Disciplinary Board Chair. Those appointments became effective August 3, 2026. The two custodians are working through complicated issues surrounding access to and return of client files and are working with the banking institution regarding trust account assessment and distribution. Progress is slow-going due to multiple complexities, and the custodians are working diligently to resolve issues. We have also been working with the American Immigration Lawyers Association (AILA) Washington and legal aid providers to determine how WSBA can support efforts to get legal assistance to former clients of Lozano. Our efforts include recruiting volunteers for legal clinics and the creation of a small grant fund, which offers $2,500 grants for clinics, which can be used to cover food, venue costs, copying, or nominal stipends for the immigration attorneys providing their expertise. We will also be hosting a virtual convening for other jurisdictions on September 9 to share information about the issues communities are facing and solutions to address them.

We continue to determine how best we can support former clients of Lozano in getting their fees back or other compensation. The options include (1) return of trust account funds by the custodians,(2) court action (WSBA has no role other than cooperation with law enforcement), (3) a gift from the Client Protection Fund (intended to serve as a last resort), and (4) restitution (criminal or through discipline). We have hired a temporary bilingual (Spanish) paralegal to our Office of General Counsel to help support and process claims for those seeking assistance through the Client Protection Fund.

We continue to work to keep information and FAQs on this topic up to date in both plain language English and Spanish.

Be in a Classroom on Constitution Day!

It's not too late to take the pledge and be a "lawyer in the classroom" on Constitution Day, September 17. This one of the most meaningful—and joyful—ways to be a Rule of Law Ambassador. We started this initiative in partnership with the Washington Supreme Court on Law Day, when we called upon legal professionals to pledge to visit a classroom on Constitution Day. By bringing the Constitution and its day-to-day application to life for students across the state, the legal community can help to bridge civic divides and safeguard the future of our judiciary. This is an ideal year to launch what we hope will become an annual tradition in our community as we celebrate the 250th anniversary of the Declaration of Independence. So far, almost 400 legal professionals have taken the pledge and

will be in a classroom—wow! Chief Justice Stephens and President Adewale, for example, will visit an elementary and two middle schools in Spokane. We have created an entire toolkit to help judges and lawyers match up with a school and create age-appropriate lessons; we have hosted two lunch-and-learn sessions to inspire and prepare our classroom volunteers; and we are inviting volunteers to drop-in sessions leading up to Constitution Day. Learn more and be inspired here.

ABA Pledge

On August 3, the American Bar Association House of Delegates adopted Resolution 400 – The Pledge. Sponsored by the Washington State Bar Association, the pledge reaffirms the fundamental promises every lawyer makes upon entering our profession, as well as the shared values embodied in the Preamble to the Rules of Professional Conduct. Those values include:

- Preserving the independence of the legal profession and the judiciary;
- Respecting our courts and legal processes;
- Promoting public trust;
- Ensuring access to justice;
- Advancing professional excellence and ethical leadership; and, above all,
- Protecting and defending the rule of law.

In adopting Resolution 400, the nearly 600-member ABA House of Delegates spoke with a clear and unanimous voice, making The Pledge official ABA policy. The resolution was presented by former WSBA President and National Conference of Bar Presidents President Patrick Palace.

Attachments

Q3 FY26 Fiscal Update Memo
Q3 FY26 Budget Reallocations Memo
Q2 FY26 Discipline Report
Media Report
Member Demographics Report
Litigation Report (confidential)

WASHINGTON STATE
BAR ASSOCIATION

To: Board of Governors
Budget and Audit Committee

From: Tiffany Lynch, Director of Finance

Subject: FY 2026 Third Quarter Financial Update

Date: August 11, 2026

GENERAL FUND

The June 30, 2026 financials mark the end of the third quarter of fiscal year 2026. With 75% of the year complete, the General Fund is outperforming against budget with revenue ahead of budget, indirect expenses on target, and direct expenses under budget. The result is a net income of $1,566,632 without the use of Facilities or Special Projects and Innovation Fund reserves and $1,702,751 with the use of those reserves. Below is a narrative which highlights the areas of interest and estimates moving forward.

REVENUE

Total revenue is ahead of budget at 82% (+$1,653,084) which includes the following areas of note:

1. *Licensing Fees* remain ahead of budget at 76% due to higher than anticipated late fees collected earlier in the year. The remaining revenue in Q4 will be from new member licenses. WSBA is expected to slightly exceed its budget by year-end.
2. *Bar Exam Fees* are over budget at 120% (+$282,620) and will continue to collect revenue in July for remaining application fees, resulting in approximately $350,000 more revenue than budgeted. This is mainly due to a higher number of applicants for admissions than expected.
3. *Bar News Revenue* is currently 86% ahead of budget (+$57,822) and is projected to conclude the year approximately $50,000 over budget. This positive variance is attributed to increased display advertising following a renegotiated contract with our advertising partner, as well as heightened activity in job target advertising.
4. *Recovery of Discipline Costs* are over budget at 108% (+$4,908). Although this revenue has been declining and is typically hard to forecast, several significant payments received this year have pushed it above expectations. By year-end, we anticipate exceeding the budget by about $75,000.
5. *Entity Regulation* fees are under budget at 28% (-$35,625). Applications opened for submission during the current fiscal year, however approval for program participation did not occur until Q3 and is dependent upon entity interest in the program. As noted in the prior quarter, we expect to come in well under budget based on the current number of submitted applications.
6. *Interest Income* is ahead of budget at 96% (+$128,091) due to higher-than-expected interest rates on investments. In Q4, we will be allocating a portion of the interest income to WSBA Sections, which will reduce what is currently reflected in the June financials for the General

Fund. Nonetheless, we still anticipate end the year ahead of budget.

7. *Pro Hac Vice* fees are over budget at 103% (+$14,486) and will continue to collect revenue in Q4. This revenue is dependent upon the needs of applicants and can be unpredictable.
8. *Reimbursement from Sections* is over budget for the year at 144% (+$120,034). As noted in the prior fiscal update, this revenue is derived from the per-member charge that reimburses WSBA for the cost of administering Sections for the membership year (January-December). Because WSBA's membership year and fiscal year are different, three months of the reimbursement collected for October-December will be allocated to FY27 in September and we expect that this will bring revenue back in alignment with the budget.

EXPENSES

Total expenses are slightly under budget at 73% (-$601,528), which includes the following areas of note:

a. *Direct Expenses* are under budget by 12% (-$356,942). Direct program costs such as board/council/taskforce meetings, event expenses, supplies, staff travel, etc. vary depending on the timing of activities. In the final quarter of the fiscal year we anticipate an increase in direct expenses for planned activities, such as July and September Board of Governors meetings, July bar exam, other annual events, and technology software implementation and licensing. We also anticipate increases in unanticipated spending for reimbursement of July bar exam applicant expenses, hosting of the September bar exam, and contracted custodians.
b. *Indirect Expenses* are slightly under budget at 74% with savings of +$244,586.
    i. Salaries, Taxes, & Benefits combined are tracking ahead of budget at 77% (+$272,068). Salaries are currently over budget due to compensation-related adjustments, including grid changes and position reclassifications, and lower than anticipated position turnover. Benefits are ahead of budget mainly due to higher medical expenses at 85% (+$193,921) due to higher than budgeted medical rate increases for the year and use of a less conservative budgeting approach, as well as higher unemployment insurance costs at 87% (+$8,512) due to higher than budgeted insurance rates for 2026.
    ii. Other Indirect Expenses are continuing to track under budget at 64% (-$516,653) mainly due to the timing of costs for Computer Pooled Expenses (IT direct expenses) and workplace benefits. Legal fees are also tracking under budget and may end the year with some savings. We anticipate that the majority of the remaining expenses will be incurred in the last quarter, with savings to offset overage in the salaries and benefits areas.

CONTINUING LEGAL EDUCATION (CLE)

The CLE fund includes CLE Seminars, CLE Products, and Deskbook cost centers which collectively have budgeted a net loss requiring a use of reserves of ($131,482) for FY 2026. As of June 30, 2026 results reflect a net loss of ($126,419). Revenue is running under budget by ($136,021) (-9%) due to lower seminar registrations and timing of receipt of deskbook royalties which are collected one quarter behind. Overall expenses are under budget by ($108,213) (-6%), mostly due to timing of direct expenses that are planned for Q4.

CLIENT PROTECTION FUND (CPF)

The Client Protection Fund (CPF) budgeted a surplus of $244,100 for FY 2026. Actual results as of June 30, 2026 reflect a surplus of $704,653. Revenue is ahead of budget for the year at 95% (+$185,881), primarily

from member assessments which are recognized upon collection during annual license renewals. Overall expenses are under budget at 9% (+$335,698) mainly from the timing of payment for Gifts to Injured Clients, the bulk of which is made at the end of the fiscal year.

SECTIONS FUND

The Sections Operations cost center represents the collective total of financial activity for all 29 sections. Sections budgeted a loss of ($437,806) for FY 2026. Actual results as of June 30, 2026 reflect a use of reserves of ($46,911). Section Dues revenue and Reimbursement to WSBA for Indirect Expense costs are over budget due to timing of the dues collection, which happens primarily in January and February. Consistent with the Reimbursement from Sections revenue in the General Fund, one quarter of the dues and reimbursement expenses will be allocated to FY 2027 as a result of the difference between the membership year and fiscal year. Direct expenses of Section Activities are running slightly under budget at 40% (-$284,828), however do anticipate additional spending in Q4 for section activities.

WASHINGTON STATE
BAR ASSOCIATION

To: Board of Governors
Budget and Audit Committee

From: Terra Nevitt, Executive Director

Date: July 13, 2026

Subject: FY 2026 Budget Reallocations for Q3

Background

WSBA Fiscal Policies allows the Executive Director to approve the reallocation of budgeted and unbudgeted expenditures within certain limitations. Specifically, the policy states:

"The Executive Director approves and reports to the Board of Governors about certain unbudgeted expenses, including reallocations of budgeted expenditures where the intent is similar or varies slightly; unbudgeted expenditures that are fully offset by unbudgeted revenue or a reallocation of budgeted expenditures up to 5% of the approved operating budget to address operational, regulatory or programmatic needs; and necessary and prudent expenditures to implement WSBA's Disaster Recovery Plan or to maintain WSBA's operations. Per occurrence limit is $215,000.00. Reallocations may not affect the annual budget's bottom line. The Executive Director must report reallocation of funds to the President on a monthly basis and to the Board on a quarterly basis. It is expected that the Executive Director will consult with the President on reallocations that may be considered sensitive or controversial in nature, prior to execution."

President Adewale was notified of the monthly reallocations on May 11, June 8, and July 13. There were no budget reallocations for the months of May and June.

For FY 2026, the WSBA's annual operating budget is $27,892,774, and the Executive Director's limit for reallocation is up to $1,394,639 (5%). The total amount of funds reallocated from October 1 through June 30th are $221,888.15 (0.80% of annual operating budget).

FY26 Budget Reallocations for Q3

Bar Outreach expenses are needed to support additional costs for additional unplanned and/or larger than anticipated events including Law Day, Speak Up for Justice, and the Ambassador Program in the amount of $7,000. Funds were available and reallocated from the Communications Outreach line within the same Communications Strategies cost center.

WASHINGTON STATE
BAR ASSOCIATION
Office of Disciplinary Counsel

MEMO

To: Terra Nevitt, WSBA Executive Director

From: Douglas J. Ende, WSBA Chief Disciplinary Counsel & Director of the Office of Disciplinary Counsel

Date: August 11, 2026

Re: Quarterly Discipline Report, 2nd Quarter (April – June) 2026

A. Introduction

The Washington Supreme Court's exclusive responsibility to administer the systems for discipline of licensed legal professionals (including disability systems) is delegated by court rule to WSBA. See GR 12.2(b)(6). Staff and volunteers carrying out the functions delegated by the Rules for Enforcement of Lawyer Conduct (ELC) act under the Supreme Court's authority. The investigative and prosecutorial function is discharged by the employees in the Office of Disciplinary Counsel (ODC), which is responsible for investigating allegations and evidence of professional misconduct and incapacity and prosecuting violations of the Washington Supreme Court's Rules of Professional Conduct.

The Quarterly Discipline Report provides a periodic, high-level overview of the functioning of the Office of Disciplinary Counsel. The report graphically depicts key discipline-system indicators for the 2nd Quarter 2026. Note that all numbers and statistics herein are considered tentative/approximate. Final figures will be issued in the 2026 Discipline System Annual Report.

B. REMINDER: Limitations on Governor/Officer Involvement in Discipline Matters

By rule, the Supreme Court has expressly restricted the involvement of Governors, Officers, and the Executive Director in investigative, prosecutorial, or adjudicative decisions in the discipline system. The BOG does not have right or responsibility to review or influence decisions or recommendations in individual discipline/disability cases. Rule for Enforcement of Lawyer Conduct (ELC) 2.2(b). Accordingly, the BOG does not adopt disciplinary policies that constrain or alter the discretion of disciplinary counsel or other constituents of the discipline system with respect to the handling of individual matters. Inquiries or complaints about the handling of particular grievances or cases (from licensed legal professionals or grievants) should immediately be referred to the Chief Disciplinary Counsel and/or WSBA General Counsel and should not be responded to directly. Current and former members of the Board of Governors, Executive Directors, and Officers cannot knowingly advise or represent individuals regarding pending or likely disciplinary grievances or proceedings. ELC 2.14.

C. Summary of Disposition of Formal Matters[1]

Public Dispositions

Disbarments (7):

Mark Ture Elliott #54007
Shakespear N Feyissa #33747
Joseph W. Kuhlman #42884
Shannon Marie McMinimee #34471
Stephen Kenneth Monro #26075
James Sinclair #52172
Scott Erik Stafne #6964

Suspensions (7):

Ashley Briana Cuber #59370 (1 Year Suspension)
Nichole Danelle Fisher #54253 (*Stipulation*) (30 Month Suspension)
Paul Corbett Hanes #50127 (*Stipulation*) (30 Month Suspension)
Diana E. Moller #24707 (6 Month Suspension)
Andrew Michael Reeves #47116 (1 Year Suspension)
Timothy Ronald Richards #44812 (*Stipulation*) (8 Month Suspension)
Adam Andrew Sandoval #47059 (*Stipulation*) (18 Month Suspension)

Reprimands (4):

Matthew W. Anderson #43045 (*Stipulation*)
Alice Bagirova #49294 (*Stipulation*)
Robert R Cossey #16481 (*Stipulation*)
Paul Andrew Petry #23605 (*Stipulation*)

Resignation in Lieu of Discipline (8):

Hari L. Alipuria #26899
Robert Patrick Brouillard #19786
Alistair Chan #55568
Anthony Walton Dougherty #7334
Robert M. Keefe #5222
Alexandra Lozano #40478
John Michael McWilliams #44254
G. Christopher Ramsey #35358

[1] Names in red font denote actions occurring in the current reporting quarter.

Reciprocal Discipline (8):

Gregory Mark Abel #29268 (Suspension) (30 Days)
Derek J Ashton #40406 (Suspension) (30 Days)
Nathan Brown #51768 (Reprimand)
Rebecca Sirius Fritch Flanagan #39426 (Suspension) (30 Days)
Douglas Lawrence Losak #24106 (Reprimand)
David L. Vicevich #45426 (Reprimand)
John David Du Wors #33987 (Disbarment)
Kerry P. Zeiler #56524 (Suspension) (3 Years stayed, 2 Years with Probation)

Disability Found (2):

Ernesto Jack Piza #31033
Steven Andrew Sill #47957

Interim Suspensions (7):

Interim ELC 7.1: Interim Suspension for Conviction of a Crime (2)

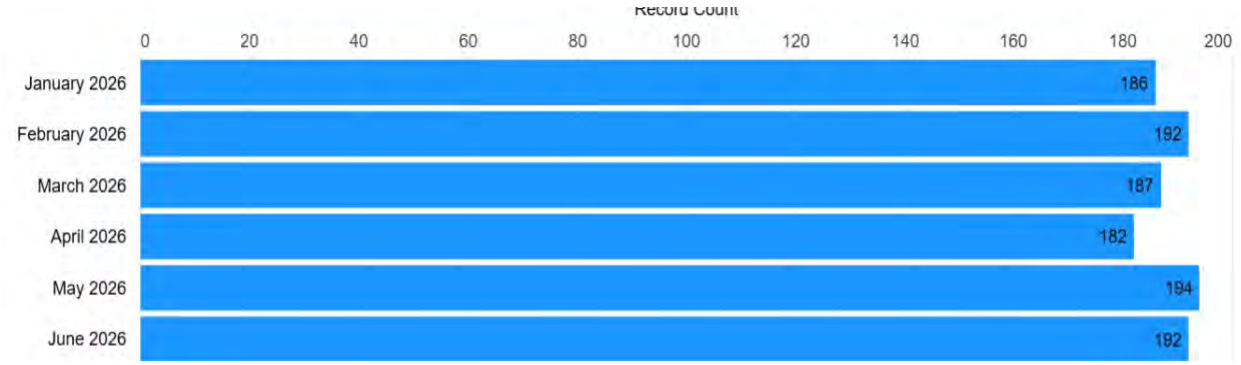
Nathan J St. Goddard #43680
Shon Hopwood #49102

Interim ELC 7.2: Interim Suspension in Other Circumstances (5)

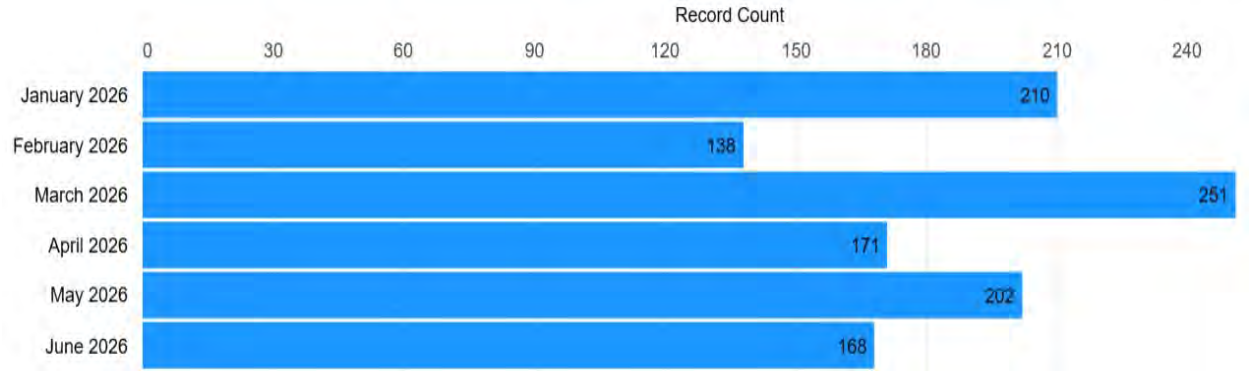
Eliseo Hidalgo Arebalos Jr. #60504
Robert Patrick Brouillard #19786
James Kemp #60897
Shannon Marie McMinimee #34471
Gerald T. Osborn #13712

D. Grievances and Dispositions[2]

Number of Grievances Received	**2026 YTD: 1,133**
	2025: 2,228



Number of Grievances Resolved	**2026 YTD: 1,140**
	2025: 1,895



Diversion Statistics

	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	2026 Total *(to date)*	2025 Total
New Diversion Files	2	3			5	4
Completed Diversion Files	1	1			2	4
Terminated Diversion Files	1	0			1	0

[2] These figures may vary from subsequent quarterly reports and statistical summaries owing to limitations on data availability at the time of issuance of these quarterly reports.

Disciplinary Actions and Statistics

	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	2026 Total *(to date)*	2025 Total
Formal Complaints Filed	8	9			17	27
Reciprocal Discipline Files Opened	2	5			7	16
Stipulations	4	4			8	17
Hearings Held[3]	8	12			20	7
Open Proceedings	51	39				

Matters Acted on by Reviewing Bodies

	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	2026 Total *(to date)*	2025 Total
Supreme Court	14	15			29	40
Disciplinary Board	14	6			20	29
Review Committee	122	102			224	408

E. Final Disciplinary Actions

	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	2026 Total *(to date)*	2025 Total
Disbarments	4	4			8	7
Resignations in Lieu	2	6			8	6
Suspensions	6	5			11	18
Reprimands	3	4			7	11
Admonitions	0	0			0	4
Total	15	19			34	46

F. Disability Found

	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	2026 Total *(to date)*	2025 Total
Disability Found	1	1			2	5

[3] Includes default hearings.

G. Discipline Costs Collected[4]

Quarterly Discipline Costs Collected	Total
1st Quarter	$22,061
2nd Quarter	$34,467
3rd Quarter	TBD
4th Quarter	TBD
2026 Total	**$56,528**
2025 Total	$40,756

[4] The cost figures may vary from amounts indicated in previous quarterly reports, statistical summaries, and annual reports, owing to limitations on the data available at the time of issuance of these quarterly reports and the final cost figures available after WSBA Finance staff closes the monthly books.

WSBA Media & PR Log | Report Period: June 15 - August 25, 2026

Date	Type	Title / Subject / Inquiry	Outlet / Target Audience	Owner	Coverage (Y/N)	URL	Notes
MEDIA INQUIRIES							
7/7/26	Inquiry	Lawyer investigation process with AG's Consumer Protection Division. Who leads complaints v. attorneys and Lozano specifically.	Madeline Ottilie, KIRO 7	Evan	N		
7/27/26	Reactive Response	Questions about Bar News Justice Angelis cover story	Timothy Clouser , The Cente	Sara	Y		Gave unrealistic deadline
7/28/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Julianne Hill, ABA Journal	Evan	Y		
7/28/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Isaiah Portes, Bloomberg La	Evan	Y		
7/28/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Joseph O'Sullivan, The Seattle Times	Evan	Y		
7/28/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Don Myers, Yakima Herald F	Evan	Y		
7/28/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Sara Merken, Reuters	Evan	Y		
7/28/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Josiah, KNDO	Evan	N		
7/28/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Katie Mangold, KING 5	Evan	Y		
7/29/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Jake Johns, KING 5	Evan	Y		
7/29/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Cathy Rollins, KOMO	Evan	Y		
7/29/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Kathryn Rubino, Above the L	Evan	Y		
7/29/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Kathryn Palmer, Inside High	Evan	Y		
7/29/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Connor McEvoy, KREM 2	Evan	Y		Connor based in SEA
7/29/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Kai Uyehara, Seattle Times	Evan	N		
7/29/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Rachel Riley, Law 360	Evan	Y		
7/29/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Mitchell Roland, Spokesmar	Evan	Y		
7/30/26	Inquiry	Lozano info request - clarifying what is available	James Hill, ABC News	Evan	N		
7/31/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Dahlia Bazazz, Seattle Time	Evan	Y		
7/31/26	Reactive Response	NextGen Bar Exam - July 2026 issues; specifically law clerks program	Annie Todd, Cascadia Daily	Evan	Y		
8/3/26	Reactive Response	NextGen Bar Exam - July 2026 issues	Andy Hurst, KUOW	Evan	Y		
8/5/26	Inquiry	Immigration reporter, seeking resources to become immigration paralegal	Gustavo Sagrero, KUOW	Sara	N		
8/6/26	Reactive Response	NextGen Bar Exam - WA Supreme Court order	Rachel Riley, Law 360	Sara	?		
8/6/26	Inquiry	Lozano interview request with WSBA	Roberto Dimopoulos, Univis	Sara	N		Mulitple times for comment
8/10/26	Inquiry	NextGen Bar Exam - WA Supreme Court order	Reporter	Sara	N		Reached out to Kevin Fay
8/17/26	Inquiry	Lozano interview request with WSBA	James Hill, ABC News	Sara	N		Speak w/ Francesca D'Angelo (or
8/24/26	Inquiry	Joshua Forrester Field - status and disciplinary history	Aimee Green, The Oregonia	Sara	N		
8/24/26	Inquiry	Follow-up re: stats on number of folks - waivers, makeup exam, etc.	Mitch Black, Bloomberg Law	Sara	N		
PRESS COVERAGE							
6/29/26	Coverage	Thousands of immigrants got scammed by an attorney exploiting huma	AP / KIRO 7			https://www.kiro7.com/news/nat	Sara quoted
6/30/26	Coverage	USCIS issues rare warning to former clients of 'Lawyer of Miracles'	KING 5			https://www.king5.com/article/news/community/facing-race/wash	
6/30/26	Coverage	Tens of thousands of immigrants were scammed by attorney, lawsuits s	AP / NBC News			https://www.nbcnews.com/news	Sara quoted
7/2/26	Coverage	Attorney says she warned state bar about Alexandra Lozano years befo	KING 5 / KREM			https://www.msn.com/en-us/crime/general/attorney-says-she-war	
7/2/26	Coverage	Attorney says she raises red flags about Lozano to WSBA years ago	KING 5 / Yahoo			https://www.yahoo.com/news/videos/attorney-says-she-raises-rec	
7/2/26	Coverage	Attorney says she raises red flags about Lozano to WSBA years ago	KING 5 / MSN			https://www.msn.com/en-us/crime/general/attorney-says-she-rais	
7/9/2026	Coverage	Washington Supreme Court rules that live-in caregivers must be paid minimum wage	NW Labor Press			https://nwlaborpress.org/2026/07/washington-supreme-court-ru	
7/9/2026	Coverage	Washington court voids live-in wage exemption for adult home caregivers	Human Resources Director			https://www.hcamag.com/us/specialization/employment-law/was	
7/9/2026	Coverage	Adult Family Home Workers Win Labor Rights Fight	Fair Work Center			https://www.fairworkcenter.org/adult-family-home-workers-win-lat	
7/17/2026	Coverage	Income tax fight looms as Supreme Court primary voting begins July	Everett Post			https://www.everettpost.com/state-news/income-tax-fight-looms-a	
7/22/2026	Coverage	Washington Court Delivers Minimum Wage Victory for Kenyan Caregive	Mwakilishi.com			https://mwakilishi.com/news/2026-07-22/washington-court-delive	
7/22/2026	Coverage	State Supreme Court hopefuls clash over AI rules for Washington judge	Everett Post			https://www.everettpost.com/sta	Mentions guidance from the Washington State Bar Association
7/28/26	Coverage	Washington bar exam canceled after technology issue disrupts first da	KOMO				
7/28/26	Coverage	WA bar exam canceled due to tech issue; 645 law students in limbo	Seattle Times				
7/29/26	Coverage	WA law schools ask court to admit bar exam takers after tech issues	Seattle Times				
7/29/26	Coverage	Washington's Canceled Bar Exam Draws Emergency Passage Requests	Bloomberg Law				
7/29/26	Coverage	Washington State Bar Cancels July Exam Over Wi-Fi Problems (3)	Bloomberg Law				
7/29/26	Coverage	Tech problems, cancellation mar new US bar exam for some test takers	Reuters				
7/29/26	Coverage	Washington State Bar Association cancels July bar exam after technolo	KING				
7/29/26	Coverage	"Real nightmare': Washington bar exam cancelled due to tech issues	KREM				
7/29/26	Coverage	"An absolute disaster': 645 prospective Washington lawyers left in limb	The Spokesman-Review				
7/29/26	Coverage	Bar exam canceled in Yakima: What we know, and what might happen r	Yakima Herald-Republic				
7/29/26	Coverage	'Catastrophic' Tech Issues Postpone Wash. Bar Exam	Inside Higher Ed				
7/29/26	Coverage	Washington Just Called Off Its Entire Bar Exam	Above The Law				
7/29/26	Coverage	There's An Obvious Fix For Washington's Bar Exam Debacle	Above The Law				
7/29/26	Coverage	Washington Bar Exam canceled after tech failure, 700 aspiring lawyers	Lynnwood Times				
7/29/26	Coverage	Washington law deans demand diploma privilege after aborted NextGen UBE administration	ABA Journal				Subscription
7/29/26	Coverage	ABA Journal	ABA Journal				Subscription
	Coverage	Washington calls off bar exam after NextGen UBE has tech issues					
7/29/26	Coverage	Washington State's NextGen Bar Exam Derailed by Technical Problems	Law.com				
7/29/26	Coverage	Tech Failures Disrupt New US Bar Exam Rollout	JD Journal				
7/29/26	Coverage	Hundreds of law school grads left in limbo after Washington State Bar E	KREM				
7/29/26	Coverage	Wash. State Bar Calls Off NextGen Exam Due To Tech Issue	Law360				
7/29/26	Coverage	Tech Failures Disrupt New US Bar Exam Rollout	JD Journal				
7/29/26	Coverage	Smooth Launch for NextGen Bar Exam in Most Jurisdictions	Law.com				Subscription
7/29/26	Coverage	Tech problems, cancellation mar new US bar exam for some test takers	Reuters				
7/29/26	Coverage	Washington State bar exam canceled after 'catastrophic' tech failure d	MSN / KING				
7/29/26	Coverage	An absolute disaster': 645 prospective lawyers left in limbo after bar ex	Yahooo / Spokesman-Review				
7/29/26	Coverage	Washington state bar exam canceled due to technology issues	MSN / KREM				
7/29/26	Coverage	Washington State Bar Exam Cancellation	TaxProf Blog			https://taxprofblog.aals.org/2026/07/29/the-bar-exam-well-wishes	
7/29/26	Coverage	Washington Bar Exam Canceled After Yakima Tech Failure	Hoodline			https://hoodline.com/2026/07/washington-bar-exam-canceled-aft	
7/29/26	Coverage	Botched Administration of July 28 Bar Exam Shows Why Government Ot	CATO Institute			https://www.cato.org/blog/botched-administration-yesterdays-bar	
7/30/26	Coverage	Wi-Fi Fiasco Transforms Washington Bar Exam Into an Even Bigger Was	Balls and Strikes				
7/30/26	Coverage	VIDEO: Washington bar exam cancelled	KIRO				
7/30/26	Coverage	The new Washington bar exam could not demonstrate minimum techni	Boing Boing				
7/30/26	Coverage	July NextGen Bar Exam Canceled in Washington State	Law.com				Subscription
7/30/26	Coverage	Washington Bar Exam Confusion Delays New Lawyers	JD Journal				
7/30/26	Coverage	Bar Exam Troubles Draw Renewed Scrutiny of States, Test Maker	Bloomberg Law				
7/30/26	Coverage	Bar exam canceled in Yakima: What we know, and what might happen r	Yakima Herald				

7/30/26	Coverage	Message from Washington Supreme Court	Yakima Herald		
7/30/26	Coverage	King County Public Defenders Office will 'temporarily' hold jobs after ba	The Spokesman-Review	https://www.spokesman.com/stories/2026/jul/30/king-county-pub	
7/30/26	Coverage	Immigration attorney accused of swindling thousands across country, i	ABC 7 Chicago	https://abc7chicago.com/post/immigration-attorney-alexandra-loz	
7/30/26	Coverage	Lawyer of Miracles' accused of defrauding immigrants seeking legal sta	ABC 7 Chicago	https://abc7.com/post/is-alexandra-lozano-lawyer-miracles-accus	
7/31/26	Coverage	How the 'Lawyer of Miracles' built an immigration empire as former clients say their lives unraveled	KING 5	https://www.king5.com/article/news/community/facing-race/wash	
7/31/26	Coverage	An absolute disaster': 645 prospective Washington lawyers left in limb	The Chronicle / Spokesman-Review	https://www.chronline.com/stories/an-absolute-disaster-645-pros	
7/31/26	Coverage	Law Deans Demand Diploma Privilege, Balk at 'Remedies,' After Washi	Law.com	https://www.law.com/2026/07/3	Subscription
7/31/26	Coverage	Here's the remedy for this week's WA bar exam debacle (Op-Ed)	Seattle Times	https://www.seattletimes.com/opinion/heres-the-remedy-for-this-v	
7/31/26	Coverage	Washington Bar Association Cancels Exam Due to Tech Issue	Gov Tech / The Spokesman-Review	https://www.govtech.com/education/higher-ed/washington-bar-as	
7/31/26	Coverage	Washington Law Deans Demand Diploma Privilege After Bar Exam Tech	London Insider	https://londoninsider.co.uk/washington-law-deans-demand-diplor	
7/31/26	Coverage	Aspiring Bellingham lawyer waits in limbo after state bar exam cancele	Cascadia Daily Insider, Bellingham	https://www.cascadiadaily.com/	Follows one applicant story - state law clerk program
8/5/26	Op-Ed	Editorial Board - Unfortunate glitch should not absolve WA law school g	Seattle Times	https://www.seattletimes.com/o	Only correction mentions WSBA
8/5/26	Coverage	Washington law school deans request reprieve for grads impacted by c	KUOW	https://www.kuow.org/law/2026-	Varona quoted throughout
8/6/26	Coverage	Washington allows some law grads to skip bar exam after botched test	Reuters	https://www.reuters.com/legal/litigation/washington-allows-some-	
8/6/26	Coverage	Washington State Supreme Court grants waiver after tech failures canc	KREM	https://www.krem.com/article/news/local/washington/washington	
8/6/26	Coverage	Some thoughts on the Washington bar exam fiasco	Law School Docket	https://derektmuller.substack.com/p/some-thoughts-on-the-washi	
8/6/26	Coverage	WA Supreme Court waives bar exam requirement for many after snafu	Seattle Times	https://www.seattletimes.com/education-lab/wa-supreme-court-w	
8/6/26	Coverage	Washington Top Court Waives Bar Test for Some After Mishap (1)	Bloomberg Law	https://news.bloomberglaw.com/litigation/washington-top-court-w	
8/6/26	Coverage	WA Supreme Court provides some leeway for Yakima bar exam	Yakima Herald	https://www.yakimaherald.com/news/local/education/wa-suprem	
8/6/26	Coverage	Washington Supreme Court offers bar admission option after July exam	KING	https://www.king5.com/article/news/local/washington-supreme-c	
8/6/26	Coverage	Washington will let lawyers who tried to take botched bar test practice	Spokesman-Review	https://www.spokesman.com/stories/2026/aug/06/washington-wil	
8/6/26	Coverage	Washington State Supreme Court Rules to Offer Diploma Privilege After	Law.com	https://www.law.com/2026/08/0	Subscription
8/6/26		The First 'NextGen' Bar Exam in July Had Some Major Issues	Find Law	https://www.findlaw.com/legalblogs/greedy-associates/the-first-n	
8/7/26	Coverage	Washington-state-offers-diploma-privilege-for-some-after-bar-exam-c	ABA Journal	https://www.abajournal.com/wel	Subscription
8/7/26	Coverage	Washington will let lawyers who tried to take botched bar test practice	The Chronicle / Spokesmans - Review	https://www.chronline.com/stories/washington-will-let-lawyers-wh	
8/7/26	Coverage	Pierce County lawyer learns fate for concealing a federal drug crime	The News Tribune	https://www.thenewstribune.com/news/local/article316795062.ht	
8/7/26	Coverage	Washington Bar Pledges Answers, Covered Costs After Test Fiasco	Bloomberg Law	https://news.bloomberglaw.com/litigation/washington-bar-pledge	
8/9/26	Coverage	Washington Bar Exam 2026 Cancelled	The Watchdog - Bellevue College	https://thewatchdogonline.com/washington-bar-exam-2026-cance	
8/10/26	Coverage	Former clients sue 'Lawyer of Miracles' for alleged fraud	ABA Journal	https://www.abajournal.com/news/article/former-clients-sue-mira	
8/11/26	Coverage	A former immigration lawyer defrauded thousands of immigrants. What	LAist	https://laist.com/news/politics/alexandra-lozano-former-immigrati	
8/12/26	Coverage	Aspiring California Attorneys, Vendor Settle 2025 Bar Exam Suit	Bloomberg Law	https://news.bloomberglaw.com/litigation/aspiring-california-attor	
8/20/26	Coverage	She promised miracles. Now tens of thousands could face deportation	NBC Chicago 5	https://www.nbcchicago.com/consumer/she-promised-miracles-n	
8/20/26	Coverage	WNC Family Says They Paid Immigration Attorney 16k Now She's Disba	NC Laywers Weekly	https://nclawyersweekly.com/20	Subscription
8/23/26	Coverage	Tri-Cities families part of thousands bilked by lawyer's alleged immigra	Tri Cities Herald	https://www.tri-cityherald.com/news/politics-government/article3	
8/25/26	Coverage	Pierce County lawyer suspended after felony conviction. Could he be di	The News Tribune	https://www.thenewstribune.com/news/local/article316994715.ht	

WASHINGTON STATE
BAR ASSOCIATION

To: Board of Governors

From: Tiffany Lynch, Director of Finance

cc: Executive Leadership Team

Re: FY 2027 Budgets – Final Draft

Date: August 24, 2026

ACTION: Approve (1) Final FY 2027 Budget and (2) Request to increase the 2027 section membership dues for the Corporate Counsel Section ($30).

Attached for your consideration is the Final FY 2027 WSBA Budget (Final Draft), which was unanimously approved by the Budget and Audit Committee at their August 24, 2026 meeting. Provided is an overview comparison of the First and Final Draft General Fund, CLE, Client Protection Fund, and Sections Budgets and detailed changes. Individual cost center budget details are included in attachments along with a WSBA Budget Glossary (*see attachment G*) for reference.

FY 2027 BUDGET COMPARISON: FIRST vs FINAL

The final draft of the FY 2027 WSBA budget is presented by fund: (1) General Fund, (2) CLE Fund, (3) Client Protection Fund, and (4) Sections Funds. The final draft assumes approval of proposed Admission application fees, which are slated for action at the September Board of Governors meeting. Below is the comparison between the first draft and final.

ALL FUNDS BUDGET	FIRST	FINAL	Difference	% Change
REVENUE	$26,085,078	$26,654,799	+$569,721	+2.2%
EXPENSE	$27,952,711	$29,264,717	+$1,312,006	+4.7%
Direct Expense	*$3,847,257*	*$4,960,501*	*+$1,113,244*	*+28.9%*
Indirect Expense	*$24,105,454*	*$24,304,216*	*+$198,762*	*+0.8%*
NET INCOME/(LOSS)	**($1,867,633)**	**($2,609,918)**	**($741,685)**	
Use of Facilities Reserve	$744	$744	$0	
Use of Special Projects & Innovation Reserve	$91,813	$91,813	$0	
NET INCOME/(LOSS) w/use of designated reserves	**($1,775,076)**	**($2,517,361)**	**+$742,285**	

(1) GENERAL FUND

The General Fund captures the majority of WSBA's work, including regulatory functions and most services to members and the public. License fees are the primary source of revenue that supports the General Fund. The first draft FY 2027 General Fund budget is based on attorney license fees for the 2027 calendar year of $475, which increased by $7 from 2026.

The FY 2027 budget includes the use of designated reserve funds to support the final stages of development of the Portfolio Pathway project (using the Special Projects and Innovation Reserves) and equipment depreciation expense from WSBA's office space remodel that occurred in FY 2024. (*See attachment A for General Fund detailed cost center budgets.)*

General Fund Budget	FIRST	FINAL	Difference	% Change
▪ Revenue	$24,313,188	$24,313,188	$0	0%
▪ Expenses	$25,585,386	$25,741,246	+$155,860	+0.6%
▪ Net Income/(Loss)	($1,272,198)	($1,428,058)	+$155,860	
▪ Use of Facilities Reserves	$744	$744	$0	
▪ Use of Special Projects & Innovation Reserves	$91,813	$91,813	$0	
▪ **NET INCOME/(LOSS) w/use of designated reserves**	**($1,179,641)**	**($1,335,501)**	**+$155,860**	

(2) CLE FUND

The CLE Fund is a board-designated operating reserve, consisting of net income from the CLE activities, to cover net loss and extraordinary costs of CLE programs, products, and/or capital acquisitions as needed. The FY 2027 CLE Fund Budget consists of three cost centers: (1) CLE Products; (2) CLE Seminars; and (3) Deskbooks. (*See attachment B for CLE Fund detailed cost center budgets.)*

CLE Fund Budget	FIRST	FINAL	Difference	% Change
▪ Revenue	$1,616,890	$1,616,890	$0	0%
▪ Expenses	$1,657,053	$1,659,603	+$2,550	+0.3%
▪ **NET INCOME/(LOSS)**	**($40,163)**	**($42,713)**	**+$2,550**	

(3) CLIENT PROTECTION FUND (CPF)

The Client Protection Fund (CPF) is a legally restricted fund created in 1995 by the Washington Supreme Court and WSBA to compensate those financially victimized by lawyer dishonesty or failure to account for client funds or property. It is principally funded by an annual assessment on all active members and *pro hac vice* admissions, as required by the Washington Supreme Court. (*See attachment C for Client Protection Fund detailed cost center budgets.)*

Client Protection Fund Budget	FIRST	FINAL	Difference	% Change
▪ Revenue	$155,000	$155,000	$0	0%
▪ Expenses	$710,272	$710,605	+$333	+0.05%
▪ **NET INCOME/(LOSS)**	**($555,272)**	**($555,605)**	**+$333**	

(4) SECTIONS FUND

The FY 2027 Section budgets reflect a variety of changes from FY 2026 based on individual plans and goals for each Section. Included in the materials are requests to increase annual dues from the Corporate Counsel Section, effective January 1, 2027. (*See attachment D for Section Funds detailed cost center budgets and attachment E for a Section dues change request.)*

Sections Fund Budget	FY 2026 Budget	FY 2027 Budget FINAL	Difference	% Change
▪ Revenue	$653,316	$569,721	($83,595)	(12.8%)
▪ Expenses	$1,091,121	$1,153,263	+$62,142	+5.7%
▪ **NET INCOME/(LOSS)**	**($437,805)**	**($583,542)**	**+$145,737**	

CAPITAL BUDGET

The Capital Budget is meant to address the cost of purchasing, refreshing, and/or replacing outdated hardware and office equipment. Anticipated FY 2027 items include replacement of computer hardware and mailing equipment. The final draft of the capital budget removes funds for a security system upgrade which will be completed in FY 2026. *(See attachment F for capital budget details.)*

KEY AREAS OF CHANGE

Provided below is a list of the key areas of change between the first and final drafts of the FY 2027 budget followed by relevant narrative information for items with an asterisk.

Revenue Changes from First Draft FY 2027 Budget	Budget Impact
SECTIONS FUND:	**+$569,721**
▪ **Membership Dues**: first draft did not include Section budgets. Dues budget variance from FY 2026 to FY 2027 is an increase of $21,461.	+$448,427
▪ **Seminar Profit Share:** first draft did not include Section budgets. Revenue budget variance from FY 2026 to FY 2027 for seminar profit share is a decrease of $70,980.	+$86,870
▪ **Publications & Other Revenue:** first draft did not include Section budgets. Budget variance from FY 2026 to FY 2027 includes a variety of items such as revenue for mini-CLEs, receptions, and conferences & institutes and is a reduction of $9,899.	+$34,424
Total Increase in Revenue from First Draft FY 2027 Budget to Final	**+$569,721**

Indirect Expense Changes from First Draft FY 2027 Budget	Budget Impact
SALARIES:	**+$101,667**
▪ **FTEs*:** increase of 1.0 FTE (see narrative for details)	+$83,830
▪ **Position Reclassification:** increase for current open position reclassification based on job duties.	+$18,137
BENEFITS:	**+$25,221**
▪ **Medical:** increased resulting from additional FTE.	+$10,423
▪ **FICA, L&I Insurance, WA State Family Medical Leave, Unemployment Insurance**: increases resulting from salaries increase.	+$9,328
▪ **Retirement:** increased resulting from additional salaries.	+$5,470
OTHER INDIRECTS:	**+$71,874**
▪ **Computer Pooled Expenses*:** IT direct expenses (see narrative for details).	+$70,000
▪ **Depreciation:** Furniture, Leasehold Improvements, Equipment, and Computer Hardware fixed asset amounts refined for final budget.	+$1,874
Total Increase in Indirect Expense from First Draft FY 2027 Budget	**+$198,762**

Direct Expense Changes from First Draft FY 2027 Budget	Budget Impact
GENERAL FUND:	**($40,019)**
▪ **Ambassador Training & Town Halls (COMM):** added to provide funds for the training of a second cohort of ambassadors .	+$15,000

▪ **Consulting Services (RR):** revised cost for software development for the Portfolio Pathway program.	+$5,000
▪ **Diversity Events & Projects (DIV):** increased to provide funding for travel scholarships to attend Legal Diversity Pathway Summit.	+$3,500
▪ **BOG Retreat (BOG):** updated dinner cost for October retreat.	+$3,000
▪ **Depreciation (ER):** finalized cost for capital labor development of data tracking software for the Entity Regulation Pilot Program participants.	+$2,111
▪ **Staff Conferences & Training (LICMR & OED):**	+$2,000
▪ **Pro Bono & Public Service Committee (PSP):** increased committee costs for travel, food, and venues.	+$1,500
▪ **Staff Membership Dues (DISC):** increase in NOBC dues.	+$1,420
▪ **Law Clerk Board & Staff Travel/Parking (CLERK):** increased retreat costs for Board and staff.	+$1,250
▪ **Public Defense (ATJ):** correction of original budget amount.	+$100
▪ **Exam Writing (LPO):** postponing until rule change approval (likely in FY 2028).	($5,400)
▪ **ATJ Conference:** decrease to adjust for ATJ Conference date changing from September to October 2027. Costs allocated amongst multiple cost centers: ❖ ***Conference & Institute, Staff Travel/Parking, ATJ Board (ATJ)*** ❖ ***Staff Travel/Parking (DIV)*** ❖ ***Staff Travel/Parking (PSP)*** ❖ ***Pro Bono Promotion (PSP)***	($69,500) *($60,000)* *($2,000)* *($2,000)* *($5,500)*
SECTIONS FUND:	**+$1,153,263**
▪ Direct Expenses of Section Activities	$882,180
▪ Reimbursement to WSBA for Indirect Expenses (Section Per-Member Charge)	$271,083
Total Increase in Direct Expense from First Draft FY 2027 Budget	**$1,113,244**

A. Indirect Expenses:

1) ***FTEs (+$83,830):*** At the direction of the Board of Governors during their July meeting, the final draft includes the addition of 1.0 FTE for a Public Trust Liaison position that is budgeted under the Office of the Executive Director cost center. The budget assumes a pro-rated salary based on anticipated hiring date after the beginning of the fiscal year.

2) ***Computer Pooled Expenses (+$70,000):*** The final draft includes additional expenses in two areas: (1) **Software Maintenance & Licensing** for $40,000 to extend our current association management system software as we complete our transition to a new system in FY 2027, and (2) **Consulting Services** of $30,000 for support to address website accessibility requirements that will need to be completed by spring of 2027.

PROJECTED FUND BALANCES

The next draft of the budget we will provide updated fiscal projections reflecting anticipated future license fee revenue and expenses for the general fund. In the meantime, the impact of the FY 2027 Budget on WSBA's reserve balances is presented in the chart below.

	BALANCE @ 9/30/2025	FY 2026	FY 2027 FINAL	ESTIMATED BALANCE @ 9/30/2027
GENERAL FUND	$10,030,146	($917,304)	($1,428,058)	**$7,684,784**
OPERATING	$2,500,000	$0	$0	**$2,500,000**
FACILITIES	$159,925	($744)	($744)	**$308,437**[1]
SPECIAL PROJECTS & INNOVATION	$616,067	($224,255)	($91,813)	**$300,000**
UNRESTRICTED	$6,754,154	($692,305)	($1,335,501)	**$4,576,347**[1]
CLE FUND	$1,233,727	($131,482)	($42,713)	**$1,059,532**
CLIENT PROTECTION	$5,307,092	+$244,100	($555,605)	**$4,995,587**
SECTIONS FUND	$2,164,531	($437,806)	($583,542)	**$1,143,183**

[1] Includes allocation of $150,000 from Unrestricted to Facilities approved by the Board of Governors on July 24, 2026.

ATTACHMENTS

A	**FY 2027 General Fund Budget**
B	**FY 2027 CLE Budget**
C	**FY 2027 CPF Budget**
D	**FY 2027 Section Budgets**
E	**Request to Change Section Dues- Corporate Counsel Section**
F	**FY 2027 Capital Budget**
G	**Budget Glossary**

ATTACHMENT A

Washington State Bar Association Financial Summary
Fiscal Year 2027 Budget

Category	FY27 Budget Revenues	FY27 Budget Indirect Expenses	FY27 Budget Direct Expenses	FY27 Budget Total Expenses	FY27 Budget Net Result
Access to Justice	-	266,468	121,700	388,168	(388,168)
Admissions/Bar Exam	1,851,240	1,173,345	492,095	1,665,440	185,800
Advancement FTE	-	343,065	4,400	347,465	(347,465)
Bar News	634,600	345,950	407,945	753,895	(119,295)
Board of Governors	-	239,432	369,900	609,332	(609,332)
Conference and Broadcast Services	-	85,425	-	85,425	(85,425)
Character & Fitness Board	-	171,473	27,000	198,473	(198,473)
Communications Strategies	1,000	736,824	255,465	992,289	(991,289)
Communications Strategies FTE	-	269,481	-	269,481	(269,481)
Discipline	83,000	7,051,734	194,723	7,246,457	(7,163,457)
Diversity	115,000	327,063	71,680	398,743	(283,743)
Entity Regulation	87,000	97,876	31,060	128,936	(41,936)
Facilities and Operations	-	823,539	5,071	828,610	(828,610)
Finance	450,000	1,273,306	4,955	1,278,261	(828,261)
Foundation	-	187,738	21,917	209,655	(209,655)
Human Resources	-	565,006	-	565,006	(565,006)
Law Clerk Program	313,000	182,203	58,110	240,313	72,687
Legislative	-	281,228	27,290	308,518	(308,518)
Legal Lunchbox	34,000	60,765	8,100	68,865	(34,865)
Licensing and Membership Records	509,300	851,373	38,067	889,441	(380,141)
Licensing Fees	18,046,531	-	-	-	18,046,531
Limited License Legal Technician	15,450	70,384	9,500	79,884	(64,434)
Limited Practice Officers	180,600	96,401	24,392	120,794	59,806
Mandatory CLE	1,392,750	701,774	150,032	851,806	540,944
Member Wellness Program	6,000	303,552	5,675	309,227	(303,227)
Member Services & Engagement	14,400	333,899	135,320	469,219	(454,819)
Mini CLE	-	135,842	-	135,842	(135,842)
New Member Education	120,000	120,500	4,000	124,500	(4,500)
Office of General Counsel	-	1,178,069	26,200	1,204,269	(1,204,269)
Office of the Executive Director	-	1,113,830	138,925	1,252,755	(1,252,755)
OGC-Disciplinary Board	-	231,200	137,250	368,450	(368,450)
Practice of Law Board	-	116,000	3,200	119,200	(119,200)
Practice Management Assistance	66,000	187,307	94,795	282,102	(216,102)
Professional Responsibility Program	-	314,342	7,390	321,732	(321,732)
Public Service Programs	118,317	322,832	13,700	336,532	(218,215)
Publication and Design Services	-	131,425	5,000	136,425	(136,425)
Regulatory Services FTE	-	439,774	14,890	454,664	(454,664)
Regulatory Reform	-	54,756	45,000	99,756	(99,756)
Sections Administration	275,000	354,488	2,400	356,888	(81,888)
Technology	-	953,950	-	953,950	(953,950)
Volunteer Engagement	-	262,061	28,417	290,478	(290,478)
Subtotal General Fund	**24,313,188**	**22,755,681**	**2,985,565**	**25,741,246**	**(1,428,058)**
Expenses using reserve funds				(92,557)	92,557
Total General Fund - Net Result from Operations	**24,313,188**			**25,648,689**	**(1,335,501)**
CLE-Seminars and Products	1,470,890	1,089,055	306,965	1,396,020	74,870
CLE - Deskbooks	146,000	260,475	3,108	263,583	(117,583)
Total CLE	**1,616,890**	**1,349,530**	**310,073**	**1,659,603**	**(42,713)**
Expenses using Facilities Reserve funds	-			-	-
Total CLE Fund - Net Result from Operations	**1,616,890**			**1,659,603**	**(42,713)**
Total All Sections	**569,721**		**1,153,263**	**1,153,263**	**(583,542)**
Client Protection Fund-Restricted	**155,000**	**199,005**	**511,600**	**710,605**	**(555,605)**
Expenses using Facilities Reserve funds	-			-	-
Total CPF Fund - Net Result from Operations	**155,000**			**710,605**	**(555,605)**
Totals	**26,654,799**	**24,304,216**	**4,960,501**	**29,264,717**	**(2,609,918)**
Totals Net of Use of Reserve Funds	**26,654,799**	**24,304,216**	**4,960,501**	**29,172,160**	**(2,517,361)**

Washington State Bar Association
Budget Comparison

Cost Center			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
All	FY27 FTE	144.90						
	FY26 FTE	141.50						
Revenue	40200	COPY FEES	-	-	-		-	-
	40205	DIVERSION	9,000	6,000	(3,000)	-33%	2,500	4,250
	40210	RECORDS REQUEST FEES	-	-	-		270	-
	40300	DONATIONS & GRANTS	267,635	233,317	(34,318)	-13%	271,846	274,678
	40500	INTEREST - INVESTMENTS	800,000	595,000	(205,000)	-26%	1,057,586	728,621
	40600	LICENSE FEES	16,922,074	17,279,644	357,570	2%	16,399,640	12,445,907
	40605	ENTITY LICENSE FEES	-	-	-		-	-
	40610	ENTITY LATE LICENSE FEES	-	-	-		-	-
	40625	LICENSE FEES - NEW ADMITTEES	465,192	451,887	(13,305)	-3%	457,728	441,198
	40650	LICENSE FEES - LATE FEES	250,000	300,000	50,000	20%	455,102	518,288
	40675	LICENSE FEES - REINSTATEMENTS	15,000	15,000	-	0%	18,950	14,090
	40705	EXAM SOFTWARE REVENUE	9,500	-	(9,500)	-100%	32,820	7,205
	40800	PUBLICATIONS REVENUE	1,250	1,250	-	0%	2,798	322
	40900	ROYALTIES	74,800	82,400	7,600	10%	85,972	78,234
	40950	NME PRODUCT SALES	120,000	100,000	(20,000)	-17%	139,406	104,375
	41000	SHIPPING & HANDLING	210	-	(210)	-100%	117	36
	41100	STATUS CERTIFICATE FEES	29,000	29,000	-	0%	30,900	25,723
	41325	LUNCHEON REGISTRATION	-	-	-		910	4,485
	41435	BENCH-BAR-PRESS MEMBERSHIP DUES	-	-	-		200	2,500
	41450	SPONSORSHIPS	11,500	9,000	(2,500)	-22%	11,600	11,000
	41500	ANNUAL OR OTHER MEETING REV	7,500	7,500	-	0%	3,625	5,420
	41650	RECEPTIONS REVENUE	-	2,000	2,000		4,300	-
	41700	CONFERENCES & INSTITUTES	2,793	4,384	1,591	57%	99,012	-
	41800	SEMINAR REGISTRATIONS	742,535	673,890	(68,645)	-9%	570,321	356,528
	41805	MINI-CLE REVENUE	32,780	19,290	(13,490)	-41%	38,660	27,220
	41825	SEMINAR REVENUE-OTHER	32,500	35,500	3,000	9%	27,915	29,000
	41850	SEMINAR SPLITS W/ CLE	(13,650)	(65,630)	(51,980)	381%	(0)	-
	41855	CLE SECTION SPLITS PROJECTIONS	-	-	-		-	-
	41875	SEMINAR SPLITS W/ OTHERS	21,500	17,500	(4,000)	-19%	25,069	1,498
	42207	BAR EXAM FEES	1,300,000	1,554,500	254,500	20%	1,527,975	1,606,820
	42230	BAR EXAM LATE FEES	95,000	65,000	(30,000)	-32%	67,200	70,800
	42232	HOUSE COUNSEL APPLICATION FEES	55,000	45,000	(10,000)	-18%	56,490	27,160
	42233	APPLICATION FEES	28,000	22,000	(6,000)	-21%	-	11,000
	42234	ANNUAL FEES	47,500	65,000	17,500	37%	-	10,000
	42236	PORTFOLIO APPLICATION FEES	-	148,000	148,000		-	-
	42270	RULE 9/LEGAL INTERN FEES	13,000	31,800	18,800	145%	16,400	13,300
	42275	LAW CLERK FEES	220,000	308,000	88,000	40%	251,493	266,333
	42281	LLLT LICENSE FEES	17,000	15,000	(2,000)	-12%	16,235	12,140
	42285	FOREIGN LAW CONSULTANT FEES	1,940	1,940	-	0%	2,910	970
	42286	LAW CLERK APPLICATION FEES	4,000	5,000	1,000	25%	5,100	5,100
	42287	SPECIAL ADMISSIONS	5,000	5,000	-	0%	9,590	5,490
	42288	INVESTIGATION FEES	26,000	25,600	(400)	-2%	26,900	16,380
	42290	PRO HAC VICE	435,000	450,000	15,000	3%	478,994	449,486
	42291	LLLT LATE LICENSE FEES	137	300	163	119%	365	571
	42450	AUDIT REVENUE	1,000	2,000	1,000	100%	680	1,211
	42570	50 YEAR MEMBER TRIBUTE LUNCH	1,000	1,000	-	0%	1,231	657
	42710	BNEWS DISPLAY ADVERTISING	405,000	450,000	45,000	11%	462,242	356,786
	42720	BNEWS SUBSCRIPT/SINGLE ISSUES	100	100	-	0%	108	140
	42730	BNEWS CLASSIFIED ADVERTISING	2,500	2,500	-	0%	4,952	3,300
	42760	JOB TARGET ADVERTISING	120,000	180,000	60,000	50%	107,157	94,796
	43100	DESKBOOK SALES	5,120	10,000	4,880	95%	14,722	6,395
	43200	COURSEBOOK SALES	3,500	3,500	-	0%	980	325
	43400	DIGITAL VIDEO SALES	900,000	925,000	25,000	3%	904,335	646,638
	43450	SECTION PUBLICATION SALES	-	-	-		90	105
	43455	LEXIS/NEXIS ROYALTIES	75,000	96,000	21,000	28%	67,020	33,430
	43525	CASEMAKER ROYALTIES	25,000	40,000	15,000	60%	38,162	21,659
	44100	WSBA LOGO MERCHANDISE SALES	2,000	-	(2,000)	-100%	2,039	-
	44350	RECOVERY OF DISCIPLINE COSTS	65,000	60,000	(5,000)	-8%	49,963	70,908
	44450	DISCIPLINE HISTORY SUMMARY	19,000	21,000	2,000	11%	21,317	18,150
	44820	CPF RESTITUTION	10,000	10,000	-	0%	20,766	5,622
	44840	CPF MEMBER ASSESSMENTS	735,480	-	(735,480)	-100%	732,050	731,800
	45040	MEMBER CONTACT INFORMATION	5,000	5,000	-	0%	4,773	5,880
	45060	PHOTO BAR CARD SALES	260	300	40	15%	648	504
	45110	LPO EXAMINATION FEES	16,000	18,000	2,000	13%	13,100	11,300
	45115	LPO EXAM LATE FEES	2,000	2,000	-	0%	1,600	1,400
	45120	LPO LICENSE FEES	158,000	154,000	(4,000)	-3%	155,249	112,595
	45125	LPO LATE LICENSE FEES	2,000	3,000	1,000	50%	3,750	3,780
	45210	ACTIVITY APPLICATION FEE	670,000	700,000	30,000	4%	708,300	512,300
	45215	ACTIVITY APPLICATION LATE FEE	250,000	260,000	10,000	4%	268,800	195,950
	45220	MCLE LATE FEES	235,150	253,150	18,000	8%	258,050	292,600
	45230	ANNUAL ACCREDITED SPONSOR FEES	36,250	36,750	500	1%	40,000	35,750
	45250	ATTENDANCE LATE FEES	120,000	116,000	(4,000)	-3%	104,200	87,250
	45255	COMITY CERTIFICATES - REQUEST	13,000	13,000	-	0%	14,175	12,375
	45260	COMITY CERTIFICATES - SUBMIT	17,000	17,000	-	0%	19,700	16,725
	47100	TRIAL ADVOCACY PROGRAM	12,000	13,000	1,000	8%	13,369	13,805
	48010	REIMBURSEMENTS FROM SECTIONS	275,000	275,000	-	0%	276,103	395,034
	48200	SECTION DUES REVENUE	341,573	363,034	21,461	6%	435,406	492,485
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	109,570	85,393	(24,177)	-22%	(2,543)	144,288
		Total Revenue	**26,681,199**	**26,654,799**	**(26,400)**	**0%**	**26,939,391**	**21,902,073**
Direct	50015	DEPRECIATION	37,278	42,390	5,112	14%	10,792	26,370

50020	BANK FEES	500	500	-	0%	(3,317)	(224)
50033	CONSULTING SERVICES	1,052,147	1,002,500	(49,647)	-5%	342,246	573,837
50034	IT EXPENSE DUE TO GF	1,103	-	(1,103)	-100%	-	555
50037	DONATIONS/SPONSORSHIPS/GRANTS	-	-	-		250,352	(5,178)
50050	EQUIPMENT, HARDWARE & SOFTWARE	2,635	3,317	682	26%	2,635	1,978
50060	POSTAGE	142,900	168,700	25,800	18%	146,521	123,752
50070	PRINTING & COPYING	245,000	245,000	-	0%	219,750	187,492
50080	PUBLICATIONS PRODUCTION	350	350	-	0%	122	-
50085	NEW MEMBER LIAISON SECTION PROGRAM	1,300	1,300	-	0%	585	565
50095	CLE COMPS	-	-	-		390	-
50100	STAFF TRAVEL/PARKING	103,271	119,686	16,415	16%	72,936	47,795
50110	STAFF CONFERENCE & TRAINING	169,850	177,200	7,350	4%	101,485	79,812
50120	STAFF MEMBERSHIP DUES	23,403	25,861	2,458	11%	17,313	18,582
50125	TASK FORCE EXPENSES	-	-	-		-	-
50130	SUBSCRIPTIONS	13,242	20,912	7,670	58%	8,120	10,272
50135	TRANSCRIPTION SERVICES	-	-	-		-	-
50140	SUPPLIES	6,365	6,350	(15)	0%	6,870	3,504
50145	SURVEYS	-	20,000	20,000		-	-
50155	DIGITAL/ONLINE DEVELOPMENT	2,000	2,287	287	14%	903	353
50160	TELEPHONE	93,575	98,575	5,000	5%	94,685	69,659
50165	CONFERENCE CALLS	1,660	1,515	(145)	-9%	568	169
50185	MEETING EXPENSE	2,000	-	(2,000)	-100%	2,098	-
52110	PRO BONO & PUBLIC SERVICE COMMITTEE	3,500	9,000	5,500	157%	2,361	2,851
52121	ATJ BOARD RETREAT	6,000	4,000	(2,000)	-33%	5,181	-
52125	LEADERSHIP TRAINING	45,000	34,000	(11,000)	-24%	30,955	24,723
52140	ATJ BOARD EXPENSE	58,500	45,000	(13,500)	-23%	55,193	8,039
52210	FACILITY, PARKING, FOOD	160,485	155,200	(5,285)	-3%	149,983	49,665
52215	EXAM GRADING	43,750	68,000	24,250	55%	42,750	21,750
52221	UBE EXAMINATIONS	46,200	1,000	(45,200)	-98%	144,408	40,859
52225	BOARD OF BAR EXAMINERS	45,000	50,000	5,000	11%	20,372	8,012
52230	BAR EXAM PROCTORS	10,000	14,400	4,400	44%	19,674	8,486
52235	CHARACTER & FITNESS BOARD EXP	12,000	15,000	3,000	25%	11,065	5,793
52240	DISABILITY ACCOMMODATIONS	86,500	101,500	15,000	17%	76,184	53,983
52245	CHARACTER & FITNESS INVESTI	1,600	1,600	-	0%	1,225	-
52246	INVESTIGATION	9,900	7,980	(1,920)	-19%	-	-
52250	LAW SCHOOL VISITS	1,500	1,500	-	0%	21	23
52255	LAW CLERK BOARD	9,000	7,000	(2,000)	-22%	5,950	5,581
52258	LAW CLERK OUTREACH	20,000	15,000	(5,000)	-25%	11,025	13,705
52270	DEPRECIATION-SOFTWARE	-	-	-		-	-
52511	BAR LEADERS SUMMIT	35,000	35,700	700	2%	33,963	29,477
52520	ABA DELEGATES	18,000	16,000	(2,000)	-11%	12,947	6,876
52521	VOLUNTEER RECOGNITION	2,000	2,000	-	0%	39	2,030
52522	WSBA REPRESENTATIVE	-	500	500		-	-
52540	SECTION/COMMITTEE CHAIR MTGS	500	400	(100)	-20%	89	148
52570	APEX	52,500	60,000	7,500	14%	57,594	27,450
52573	50 YEAR MEMBER TRIBUTE LUNCH	38,000	44,913	6,913	18%	29,644	12,506
52585	WASHINGTON LEADERSHIP INSTITUTE	100,000	100,000	-	0%	100,000	100,000
52590	BAR LEADERS CONFERENCE	-	-	-		-	-
52660	JUD RECOMMEND COMMITTEE	3,250	3,250	-	0%	1,675	1,096
52680	DEI COUNCIL	7,600	5,600	(2,000)	-26%	4,323	2,677
52681	DIVERSITY EVENTS & PROJECTS	37,100	46,800	9,700	26%	14,329	6,319
52683	LLLT BOARD	9,000	9,000	-	0%	2,702	3,398
52687	STAFF EQUITY LEADERSHIP LAB	6,000	7,500	1,500	25%	2,039	3,869
52688	EXAM WRITING	15,000	15,000	-	0%	8,400	4,200
52689	LLLT EDUCATION	1,000	500	(500)	-50%	35	-
52691	OUTREACH EXPENSES	10,000	10,000	-	0%	-	-
52692	OUTREACH & COMMUNICATION	10,000	10,000	-	0%	-	-
52710	GRAPHICS/ARTWORK	1,000	1,000	-	0%	75	-
52750	EDITORIAL ADVIS COMMITTEE EXP	300	300	-	0%	-	-
52810	BOG MEETINGS	200,000	160,000	(40,000)	-20%	148,846	76,062
52812	NEW GOVERNOR ORIENTATION	7,000	5,000	(2,000)	-29%	249	-
52820	BOG COMMITTEES' EXPENSES	5,000	10,000	5,000	100%	4,786	9,913
52821	BOG RETREAT	40,000	43,000	3,000	8%	43,964	31,869
52822	BOG CONFERENCE ATTENDANCE	56,500	48,000	(8,500)	-15%	37,343	54,152
52823	PRESIDENT'S PHOTO	3,300	3,300	-	0%	1,966	-
52830	BOG TRAVEL & OUTREACH	45,000	52,000	7,000	16%	41,245	64,303
52840	ED TRAVEL & OUTREACH	6,000	6,000	-	0%	4,883	3,574
52874	PUBLIC DEFENSE	4,000	26,600	22,600	565%	2,279	9,119
52878	COMMUNICATIONS OUTREACH	15,000	15,600	600	4%	12,049	6,671
52880	BOG ELECTIONS	30,000	25,000	(5,000)	-17%	16,298	11,276
52891	LONG RANGE STRATEGIC PLANNING COUNC	-	-	-		-	-
52940	BOARD OF TRUSTEES	3,600	7,000	3,400	94%	3,593	250
52960	PRESIDENT'S DINNER	12,000	13,000	1,000	8%	10,869	1,674
53210	COST OF SALES - DESKBOOKS	2,800	-	(2,800)	-100%	2,453	3,150
53220	COST OF SALES - COURSEBOOKS	300	-	(300)	-100%	69	27
53225	COST OF SALES - SECTION PUBLIC	-	-	-		(74)	-
53250	A/V DEVELOP COSTS (RECORDING)	-	-	-		-	-
53260	OBSOLETE INVENTORY	118,700	-	(118,700)	-100%	48,248	65,597
53255	CLE-EQUIP-DEPRECIATION	-	-	-		2,039	-
53265	SPLITS TO SECTIONS	-	-	-		-	-
53270	DESKBOOK ROYALTIES	-	-	-		-	193
53280	ONLINE EXPENSES	-	-	-		-	-
53282	SOFTWARE HOSTING	91,457	102,760	11,303	12%	69,208	65,576
53283	ON24 OVERAGE CHARGE	4,500	4,500	-	0%	4,414	4,422
53285	ONLINE PRODUCT HOSTING EXPENSES	54,000	30,000	(24,000)	-44%	47,861	17,867
53320	POSTAGE & DELIVERY-DESKBOOKS	300	300	-	0%	-	21
53330	POSTAGE & DELIVRY-COURSEBOOKS	200	-	(200)	-100%	59	28
53610	COURSEBOOK PRODUCTION	150	150	-	0%	-	-
53620	POSTAGE - FLIERS/CATALOGS	-	-	-		-	-
53640	ACCREDITATION FEES	2,500	2,250	(250)	-10%	1,752	1,874
53660	SEMINAR BROCHURES	-	-	-		-	-

53690	FACILITIES	175,000	189,900	14,900	9%	164,373	91,195
53700	SPEAKERS & PROGRAM DEVELOP	45,800	49,300	3,500	8%	25,859	21,400
53730	HONORARIUM	4,500	4,500	-	0%	-	-
53731	INSURANCE REBATE	-	-	-		(980)	-
53740	CLE SEMINAR COMMITTEE	200	-	(200)	-100%	-	-
54026	IMAGE LIBRARY	4,800	4,800	-	0%	4,756	4,756
54027	BAR OUTREACH	15,000	20,000	5,000	33%	16,256	31,968
54065	AMBASSADOR TRAINING & TOWN HALLS	10,000	25,000	15,000	150%	-	25,949
54130	PRO BONO PROMOTION	4,000	500	(3,500)	-88%	2,127	-
54310	COURT REPORTERS	110,350	97,000	(13,350)	-12%	80,877	84,479
54320	OUTSIDE COUNSEL EXPENSES	500	500	-	0%	-	-
54360	LITIGATION EXPENSES	31,000	25,500	(5,500)	-18%	12,748	12,245
54370	DISABILITY EXPENSES	15,000	17,000	2,000	13%	8,427	4,696
54391	LAW LIBRARY DESKBOOK ACCESS	10,000	-	(10,000)	-100%	9,311	-
54400	TRANSLATION SERVICES	10,000	28,000	18,000	180%	4,376	11,227
54430	PRACTICE MONITOR EXPENSES	-	-	-		-	-
54512	STAFF TRAINING- GENERAL	29,300	18,000	(11,300)	-39%	4,971	3,764
54520	RECRUITING AND ADVERTISING	8,750	8,750	-	0%	5,013	3,236
54530	HR INFORMATION SYSTEM	65,950	60,000	(5,950)	-9%	50,000	48,723
54540	SALARY SURVEYS	3,000	1,000	(2,000)	-67%	-	934
54590	TRANSFER TO INDIRECT EXPENSE	(115,700)	(95,550)	20,150	-17%	(62,998)	(61,728)
54610	LIBRARY MATERIALS/RESOURCES	4,000	4,000	-	0%	1,532	346
54645	LEGAL TECH TASK FORCE	3,500	-	(3,500)	-100%	2,750	-
54715	MEMBER WELL-BEING TASK FORCE	4,500	-	(4,500)	-100%	2,542	1,850
54810	GIFTS TO INJURED CLIENTS	500,000	500,000	-	0%	249,483	45,050
54820	CPF BOARD	2,000	1,500	(500)	-25%	553	933
54910	RENT - OLYMPIA OFFICE	-	-	-		-	-
54920	CONTRACT LOBBYIST	12,500	15,000	2,500	20%	15,000	12,500
54940	LEGISLATIVE COMMITTEE	1,250	1,250	-	0%	130	-
54970	BOG LEGISLATIVE COMMITTEE	300	300	-	0%	-	-
55010	LICENSING FORMS	-	-	-		-	-
55110	LPO EXAM FACILITIES	-	-	-		-	-
55130	LPO BOARD EXPENSES	4,000	4,000	-	0%	1,277	430
55165	LPO OUTREACH	500	500	-	0%	-	-
55210	MCLE BOARD EXPENSES	6,000	3,000	(3,000)	-50%	1,806	1,081
55220	DEPRECIATION-SOFTWARE	142,057	142,057	0	0%	144,144	108,110
55250	VLEX FASTCASE	87,000	90,000	3,000	3%	84,568	87,812
55265	SPEAKERS & PROGRAM DEVELOPMENT	500	500	-	0%	106	-
55266	NEW MEMBER OUTREACH EVENTS	5,000	18,500	13,500	270%	4,807	1,973
55270	WASHINGTON NEW MEMBERS COMMITTEE	15,000	30,500	15,500	103%	5,587	8,832
55285	OPEN SECTIONS NIGHT	-	-	-		-	-
55310	DISCIPLINARY BOARD EXPENSES	3,000	3,000	-	0%	1,548	127
55320	CHIEF HEARING OFFICER	41,200	41,200	-	0%	39,996	29,997
55330	HEARING OFFICER EXPENSES	4,000	2,500	(1,500)	-38%	377	348
55340	HEARING OFFICER TRAINING	1,000	2,500	1,500	150%	-	1,298
55370	APPOINTED COUNSEL	50,645	52,200	1,555	3%	50,400	37,975
55380	DISCIPLINARY SELECTION PANEL	1,000	500	(500)	-50%	-	-
55419	COURT RULES COMMITTEE	1,000	1,000	-	0%	-	-
55510	PRACTICE OF LAW BOARD	16,000	3,000	(13,000)	-81%	740	1,758
55555	NEW EXPENSE ACCOUNT NEEDED	-	-	-		-	-
55610	CPE COMMITTEE	1,000	1,000	-	0%	286	753
55615	WILLS	1,000	1,000	-	0%	-	-
55620	CUSTODIANSHIP	5,000	2,500	(2,500)	-50%	201	301
55970	MEMBER ENGAGEMENT COUNCIL	500	500	-	0%	-	137
55980	SMALL TOWN AND RURAL COUNCIL SMALL TOWN & RURAL COUNCIL	7,500	7,500	-	0%	1,586	1,197
55981	OUTREACH & ACTIVITIES	70,000	55,000	(15,000)	-21%	61,910	55,838
55911	CLOUD INFRASTRUCTURE	130,000	130,000	-	0%	66,849	42,273
55995	BENCH-BAR-PRESS LUNCHEON	-	-	-		-	7,060
56100	COMPUTER HARDWARE	65,000	80,000	15,000	23%	66,055	44,862
56150	COMPUTER SOFTWARE	518,000	476,000	(42,000)	-8%	362,082	296,324
56225	HARDWARE SERVICE & WARRANTIES	50,000	50,000	-	0%	41,848	16,380
56230	SOFTWARE MAINT & LICENSING	470,000	450,000	(20,000)	-4%	362,502	426,325
56500	COMPUTER SUPPLIES	-	-	-		-	-
56550	THIRD PARTY SERVICES	177,600	180,000	2,400	1%	97,718	115,051
56900	TRANSFER TO INDIRECT EXPENSES	(2,527,807)	(2,425,300)	102,507	-4%	(1,409,992)	(1,570,573)
57320	TRIAL ADVOCACY EXPENSES	3,200	3,500	300	9%	2,432	2,473
57450	REGULATORY SCHOOL	10,000	6,000	(4,000)	-40%	7,767	5,967
57460	LAW SCHOOL OUTREACH	500	500	-	0%	-	66
58125	ANNUAL OR OTHER MEETING EXPENS	27,200	27,200	-	0%	12,693	13,062
58150	ATTENDANCE AT BOG MEETINGS	2,604	2,604	-	0%	754	-
58175	AWARDS	6,460	8,485	2,025	31%	2,163	437
58200	BREAKFAST/LUNCH/DINNER MTG EXP	1,500	2,500	1,000	67%	-	-
58225	CONFERENCE/INSTITUTE EXPENSE	-	-	-		124,626	-
58300	EXECUTIVE COMMITTEE EXPENSES	57,645	64,445	6,800	12%	27,211	33,226
58305	EXECUTIVE COMM EXP - OTHER	76,000	95,500	19,500	26%	72,387	48,538
58315	HONORARIUM	4,500	2,900	(1,600)	-36%	-	133
58325	LDSHIP/PROF DEVELOP/RETREATS	107,860	115,460	7,600	7%	51,341	57,609
58326	LEGISLATIVE/LOBBYING	2,500	2,500	-	0%	-	-
58350	MEMBERSHIP & RECRUITING EXP	44,720	47,020	2,300	5%	17,325	4,727
58375	NEWSLETTER/PUBLICATION EXPENSE	20,000	19,500	(500)	-3%	5,362	4,428
58400	PER MEMBER CHARGE	210,431	218,475	8,044	4%	276,344	303,000
58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	70,108	52,608	(17,500)	-25%	(242)	92,034
58450	RECEPTION/FORUM EXPENSE	69,890	71,890	2,000	3%	24,698	17,304
58500	NEW MEMBER OUTREACH	5,220	5,020	(200)	-4%	1,068	1,666
58525	SCHOLARSHIPS/DONATIONS/GRANT	211,700	244,100	32,400	15%	152,901	118,456
58550	SECTION COMMITTEE EXPENSE	6,000	6,000	-	0%	4,155	6,026
58600	SECTION SPECIAL PROJECTS	9,550	11,550	2,000	21%	300	1,500
58615	LAW SCHOOL OUTREACH	26,510	28,710	2,200	8%	4,088	3,108
58620	MINI-CLE EXPENSE	45,983	34,001	(11,982)	-26%	13,809	5,195
58625	SEMINAR EXPENSE - SECTIONS	97,500	98,500	1,000	1%	13,537	13,527

	58675	WEBSITE EXPENSES	11,880	12,880	1,000	8%	3,376	4,951
	58680	ELECTIONS	-	-	-		-	-
	58750	SEMINAR SCHOLARSHIPS	5,500	9,700	4,200	76%	1,340	3,961
		Total Direct Expenses	**4,942,227**	**4,960,501**	**18,274**	**0%**	**4,026,596**	**2,811,009**
					-			
Indirect	**51110**	SALARIES	14,130,725	14,962,505	831,780	6%	14,084,308	10,506,778
	51120	BUDGETED TEMPORARY EMPLOYEES	212,850	166,668	(46,182)	-22%	227,350	98,741
	51121	UNANTICIPATED TEMPS	-	-	-		11,970	-
	51122	STAFF REPLACEMENT TEMPS	-	-	-		176,243	46,505
	51115	SEVERANCE PAY	-	-	-		101,712	-
	51126	EMPLOYEE PLACEMENT FEES	-	-	-		24,773	-
	51130	VACATION & COMP TIME ACCRUALS	-	-	-		42,391	94,851
	51199	SALARY EXPENSE			-		-	-
	51210	EMPLOYEE ASSISTANCE PLAN	4,800	4,800	0	0%	4,800	2,400
	51220	EMPLOYEE SERVICE AWARDS	2,260	2,090	(170)	-8%	2,530	1,028
	51230	FICA (EMPLOYER PORTION)	1,067,890	1,130,290	62,400	6%	1,074,861	785,905
	51240	L&I INSURANCE	65,406	72,634	7,227	11%	58,255	44,196
	51245	WA STATE FAMILY MEDICAL LEAVE (ER POR	38,961	52,540	13,579	35%	35,664	31,725
	51250	MEDICAL (EMPLOYER PORTION)	1,959,293	2,460,968	501,675	26%	2,074,232	1,663,391
	51270	RETIREMENT (EMPLOYER PORTION)	778,534	798,234	19,700	3%	1,145,337	582,092
	51280	TRANSPORTATION ALLOWANCE	25,944	40,200	14,256	55%	25,482	26,991
	51290	UNEMPLOYMENT INSURANCE	73,419	95,293	21,874	30%	70,438	63,576
	51299	BENEFITS EXPENSE			-		-	-
	51310	WORKPLACE BENEFITS	60,150	77,200	17,050	28%	62,532	18,825
	51340	HUMAN RESOURCES POOLED EXP	115,700	95,550	(20,150)	-17%	62,998	61,728
	51405	MEETING SUPPORT EXPENSES	9,950	12,720	2,770	28%	9,141	6,363
	51409	RENT EXPENSE	-	-			897,893	673,420
	51410	RENT	923,055	990,000	66,945	7%	93,764	66,655
	51411	MOVE/DOWNSIZING EXPENSES	-	-	-		24,906	-
	51413	RENT - CONFERENCE CENTER	-	-			(31,800)	(22,500)
	51420	PERSONAL PROP TAXES-WSBA	6,500	6,100	(400)	-6%	7,190	4,942
	51430	FURNITURE, MAINT, LH IMP	48,450	44,650	(3,800)	-8%	49,748	22,032
	51435	SAFETY & SECURITY	10,420	10,420	0	0%	-	1,678
	51440	OFFICE SUPPLIES & EQUIP	19,635	19,400	(235)	-1%	16,272	10,984
	51450	FURN, LH IMP, & OFFICE EQUIP DEPREC	224,084	148,454	(75,630)	-34%	142,128	167,260
	51470	COMPUTER HARDWARE DEPREC	47,971	77,475	29,504	62%	45,556	39,780
	51480	COMPUTER SOFTWARE DEPREC	36,319	2,606	(33,713)	-93%	47,391	29,006
	51500	INSURANCE	273,491	287,500	14,009	5%	261,653	199,540
	51501	WORK HOME FURNITURE & EQUIP	10,500	7,000	(3,500)	-33%	4,827	2,462
	51505	PROFESSIONAL FEES-AUDIT	43,500	45,500	2,000	5%	36,577	41,695
	51510	PROFESSIONAL FEES- LEGAL	250,000	250,000	0	0%	166,087	47,210
	51512	ONLINE LEGAL RESEARCH	89,000	89,500	500	1%	83,843	64,757
	51513	ACCOMMODATIONS FUND	6,500	6,500	0	0%	-	-
	51514	TRANSLATION SERVICES	25,000	37,650	12,650	51%	5,976	12,622
	51515	TELEPHONE & INTERNET	33,600	32,640	(960)	-3%	32,670	24,190
	51520	POSTAGE - GENERAL	12,000	7,400	(4,600)	-38%	7,469	5,974
	51525	RECORDS MANAGEMENT	7,500	7,000	(500)	-7%	28,584	-
	51530	BANK FEES (INDIRECT)	27,000	25,000	(2,000)	-7%	7,404	13,703
	51620	PRODUCTION MAINT & SUPPLIES	13,250	12,430	(820)	-6%	11,835	6,580
	51710	COMPUTER POOLED EXPENSES	2,527,807	2,425,300	(102,507)	-4%	1,409,992	1,570,018
	51810	GAIN (LOSS) ON ASSETS	-	-			1,396	-
	51925	ALLOWANCE FOR OPEN POSITIONS	(200,000)	(200,000)	-	0%	-	-
	51955	CAPITAL LABOR & OVERHEAD	-	-	-		(104,685)	(23,920)
	51900	OTHER INDIRECT EXPENSE			-		-	-
	51935	INSURANCE REBATE	-	-	-		(11,679)	-
		TOTAL INDIRECT EXPENSES:	**22,981,465**	**24,304,216**	**1,322,751**	**6%**	**22,530,014**	**16,993,183**
		TOTAL ALL EXPENSES:	**27,923,692**	**29,264,717**	**1,341,025**	**5%**	**26,556,610**	**19,804,192**
		NET INCOME (LOSS):	**(1,242,493)**	**(2,609,918)**	**(1,367,425)**	**110%**	**382,781**	**2,097,880**

Washington State Bar Association
Budget Comparison

INDIRECT EXPENSES

Cost Center **FY27 FTE** **144.90**
All **FY26 FTE** **141.50**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
INDIRECT	**51110**	SALARIES	14,130,725	14,962,505	831,780	6%	14,084,308	10,506,778
	51120	BUDGETED TEMPORARY EMPLOYEES	212,850	166,668	(46,182)	-22%	227,350	98,741
	51121	UNANTICIPATED TEMPS	-	-	-		11,970	-
	51122	STAFF REPLACEMENT TEMPS	-	-			176,243	46,505
	51115	SEVERANCE PAY	-	-			101,712	
	51126	EMPLOYEE PLACEMENT FEES	-	-			24,773	-
	51130	VACATION & COMP TIME ACCRUALS	-	-			42,391	94,851
	51925	ALLOWANCE FOR OPEN POSITIONS	(200,000)	(200,000)	-	0%	-	-
	51935	INSURANCE REBATE	-	-	-		(11,679)	-
	51955	CAPITAL LABOR & OVERHEAD	-	-	-		(104,685)	(23,920)
	51199	**SALARY EXPENSE**	**14,143,575**	**14,929,173**	**785,598**	**6%**	**14,552,383**	**10,722,954**
	51210	EMPLOYEE ASSISTANCE PLAN	4,800	4,800	0	0%	4,800	2,400
	51220	EMPLOYEE SERVICE AWARDS	2,260	2,090	(170)	-8%	2,530	1,028
	51230	FICA (EMPLOYER PORTION)	1,067,890	1,130,290	62,400	6%	1,074,861	785,905
	51240	L&I INSURANCE	65,406	72,634	7,227	11%	58,255	44,196
	51245	WA STATE FAMILY MEDICAL LEAVE (ER PORTION)	38,961	52,540	13,579	35%	35,664	31,725
	51250	MEDICAL (EMPLOYER PORTION)	1,959,293	2,460,968	501,675	26%	2,074,232	1,663,391
	51270	RETIREMENT (EMPLOYER PORTION)	778,534	798,234	19,700	3%	1,145,337	582,092
	51280	TRANSPORTATION ALLOWANCE	25,944	40,200	14,256	55%	25,482	26,991
	51290	UNEMPLOYMENT INSURANCE	73,419	95,293	21,874	30%	70,438	63,576
	51299	**BENEFITS EXPENSE**	**4,016,507**	**4,657,048**	**640,541**	**16%**	**4,491,600**	**3,201,304**
	51310	WORKPLACE BENEFITS	60,150	77,200	17,050	28%	62,532	18,825
	51340	HUMAN RESOURCES POOLED EXP	115,700	95,550	(20,150)	-17%	62,998	61,728
	51405	MEETING SUPPORT EXPENSES	9,950	12,720	2,770	28%	9,141	6,363
	51409	RENT EXPENSE	-	-			897,893	673,420
	51410	RENT	923,055	990,000	66,945	7%	93,764	66,655
	51411	MOVE/DOWNSIZING EXPENSES	-	-	-		24,906	-
	51413	RENT - CONFERENCE CENTER	-	-			(31,800)	(22,500)
	51420	PERSONAL PROP TAXES-WSBA	6,500	6,100	(400)	-6%	7,190	4,942
	51430	FURNITURE, MAINT, LH IMP	48,450	44,650	(3,800)	-8%	49,748	22,032
	51435	SAFETY & SECURITY	10,420	10,420	0	0%	-	1,678
	51440	OFFICE SUPPLIES & EQUIP	19,635	19,400	(235)	-1%	16,272	10,984
	51450	FURN, LH IMP, & OFFICE EQUIP DEPREC	224,084	148,454	(75,630)	-34%	142,128	167,260
	51470	COMPUTER HARDWARE DEPREC	47,971	77,475	29,504	62%	45,556	39,780
	51480	COMPUTER SOFTWARE DEPREC	36,319	2,606	(33,713)	-93%	47,391	29,006
	51500	INSURANCE	273,491	287,500	14,009	5%	261,653	199,540
	51501	WORK HOME FURNITURE & EQUIP	10,500	7,000	(3,500)	-33%	4,827	2,462
	51505	PROFESSIONAL FEES-AUDIT	43,500	45,500	2,000	5%	36,577	41,695
	51510	PROFESSIONAL FEES- LEGAL	250,000	250,000	0	0%	166,087	47,210
	51512	ONLINE LEGAL RESEARCH	89,000	89,500	500	1%	83,843	64,757
	51513	ACCOMMODATIONS FUND	6,500	6,500	0	0%	-	-
	51514	TRANSLATION SERVICES	25,000	37,650	12,650	51%	5,976	12,622
	51515	TELEPHONE & INTERNET	33,600	32,640	(960)	-3%	32,670	24,190
	51520	POSTAGE - GENERAL	12,000	7,400	(4,600)	-38%	7,469	5,974
	51525	RECORDS MANAGEMENT	7,500	7,000	(500)	-7%	28,584	-
	51530	BANK FEES (INDIRECT)	27,000	25,000	(2,000)	-7%	7,404	13,703
	51620	PRODUCTION MAINT & SUPPLIES	13,250	12,430	(820)	-6%	11,835	6,580
	51710	COMPUTER POOLED EXPENSES	2,527,807	2,425,300	(102,507)	-4%	1,409,992	1,570,018
	51810	GAIN (LOSS) ON ASSETS	-	-	-		1,396	-
	51900	**OTHER INDIRECT EXPENSE**	**4,821,383**	**4,717,995**	**(103,388)**	-2%	**3,486,031**	**3,068,926**
		TOTAL INDIRECT EXPENSES:	**22,981,465**	**24,304,216**	**1,322,751**	**6%**	**22,530,014**	**16,993,183**

Washington State Bar Association
Budget Comparison

ACCESS TO JUSTICE

Cost Center **FY27 FTE** **1.67**
ATJ **FY26 FTE** **1.61**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	41700	CONFERENCES & INSTITUTES	-	-			94,628	-
	TOTAL REVENUE		**-**	**-**	**-**		**94,628**	**-**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	2,800	8,000	5,200	186%	2,736	1,698
	50110	STAFF CONFERENCE & TRAINING	4,400	5,100	700	16%	1,570	3,662
	52121	ATJ BOARD RETREAT	6,000	4,000	(2,000)	-33%	5,181	-
	52125	LEADERSHIP TRAINING	10,000	9,000	(1,000)	-10%	5,529	8,764
	52140	ATJ BOARD EXPENSE	51,900	45,000	(6,900)	-13%	55,193	8,039
	52874	PUBLIC DEFENSE	11,000	26,600	15,600	142%	2,279	9,119
	58225	CONFERENCE/INSTITUTE EXPENSE	-	-	-		124,626	-
	58450	RECEPTION/FORUM EXPENSE	30,000	24,000	(6,000)	-20%	22,092	14,824
	TOTAL DIRECT EXPENSES		**116,100**	**121,700**	**5,600**	**5%**	**219,206**	**46,106**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	152,635	160,030	7,395	5%	157,349	111,999
	51299	BENEFITS EXPENSE	45,272	52,062	6,789	15%	49,834	35,044
	51900	OTHER INDIRECT EXPENSE	55,440	54,376	(1,064)	-2%	39,221	35,435
TOTAL INDIRECT EXPENSES:			**253,348**	**266,468**	**13,120**	**5%**	**246,405**	**182,478**
TOTAL ALL EXPENSES:			**369,448**	**388,168**	**18,720**	**5%**	**465,610**	**228,584**
NET INCOME (LOSS):			**(369,448)**	**(388,168)**	**(18,720)**	**5%**	**(370,982)**	**(228,584)**

Washington State Bar Association
Budget Comparison

ADMISSIONS

Cost Center **FY27 FTE** **7.7325**
ADMISS **FY26 FTE** **7.45**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40705	EXAM SOFTWARE REVENUE	9,500	-	(9,500)	-100%	32,820	7,205
	42207	BAR EXAM FEES	1,300,000	1,554,500	254,500	20%	1,527,975	1,606,820
	42230	BAR EXAM LATE FEES	95,000	65,000	(30,000)	-32%	67,200	70,800
	42232	HOUSE COUNSEL APPLICATION FEES	55,000	45,000	(10,000)	-18%	56,490	27,160
	42236	PORTFOLIO APPLICATION FEES	-	148,000	148,000		-	-
	42270	RULE 9/LEGAL INTERN FEES	13,000	31,800	18,800	145%	16,400	13,300
	42285	FOREIGN LAW CONSULTANT FEES	1,940	1,940	-	0%	2,910	970
	42287	SPECIAL ADMISSIONS	5,000	5,000	-	0%	9,590	5,490
	TOTAL REVENUE		**1,479,440**	**1,851,240**	**371,800**	**25%**	**1,713,385**	**1,731,745**
DIRECT EXPENSES:								
	50060	POSTAGE	2,900	3,700	800	28%	2,881	2,921
	50100	STAFF TRAVEL/PARKING	24,000	25,000	1,000	4%	23,654	9,139
	50110	STAFF CONFERENCE & TRAINING	11,000	11,000	-	0%	7,040	8,107
	50120	STAFF MEMBERSHIP DUES	495	495	-	0%	495	245
	50140	SUPPLIES	2,500	2,500	-	0%	4,340	2,588
	52210	FACILITY, PARKING, FOOD	150,985	155,000	4,015	3%	142,986	46,969
	52215	EXAM GRADING	43,750	68,000	24,250	55%	42,750	21,750
	52221	UBE EXAMINATIONS	46,200	1,000	(45,200)	-98%	144,408	40,859
	52225	BOARD OF BAR EXAMINERS	45,000	50,000	5,000	11%	20,372	8,012
	52230	BAR EXAM PROCTORS	10,000	14,400	4,400	44%	19,674	8,486
	52240	DISABILITY ACCOMMODATIONS	75,000	90,000	15,000	20%	75,023	51,277
	52245	CHARACTER & FITNESS INVESTI	1,500	1,500	-	0%	1,225	-
	52250	LAW SCHOOL VISITS	1,500	1,500	-	0%	21	23
	53282	SOFTWARE HOSTING	45,000	68,000	23,000	51%	46,372	40,211
	TOTAL DIRECT EXPENSES		**459,830**	**492,095**	**32,265**	**7%**	**531,241**	**240,587**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	635,395	691,125	55,730	9%	550,545	470,864
	51299	BENEFITS EXPENSE	198,059	230,447	32,389	16%	183,678	157,612
	51900	OTHER INDIRECT EXPENSE	256,539	251,773	(4,766)	-2%	152,641	163,060
	TOTAL INDIRECT EXPENSES:		**1,089,992**	**1,173,345**	**83,353**	**8%**	**886,865**	**791,536**
	TOTAL ALL EXPENSES:		**1,549,822**	**1,665,440**	**115,618**	**7%**	**1,418,106**	**1,032,124**
	NET INCOME (LOSS):		**(70,382)**	**185,800**	**256,182**	**-364%**	**295,279**	**699,621**

Washington State Bar Association
Budget Comparison

ADVANCEMENT FTE

Cost Center	**FY27 FTE**	**1.53**
ADV FTE	**FY26 FTE**	**1.41**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		-	-	-		-	-
DIRECT EXPENSES:								
	50110	STAFF CONFERENCE & TRAINING	6,600	4,400	(2,200)	-33%	3,496	140
	TOTAL DIRECT EXPENSES		**6,600**	**4,400**	**(2,200)**	**-33%**	**3,496**	**140**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	216,525	233,499	16,974	8%	261,531	167,968
	51299	BENEFITS EXPENSE	50,531	59,748	9,217	18%	71,378	40,003
	51900	OTHER INDIRECT EXPENSE	48,553	49,817	1,264	3%	46,366	30,934
	TOTAL INDIRECT EXPENSES:		**315,609**	**343,065**	**27,456**	**9%**	**379,274**	**238,905**
	TOTAL ALL EXPENSES:		**322,209**	**347,465**	**25,256**	**8%**	**382,770**	**239,045**
	NET INCOME (LOSS):		**(322,209)**	**(347,465)**	**(25,256)**	**8%**	**(382,770)**	**(239,045)**

Washington State Bar Association
Budget Comparison

BAR NEWS

Cost Center **FY27 FTE** **2.13**
BN **FY26 FTE** **2.13**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40900	ROYALTIES	2,000	2,000	-	0%	1,753	-
	42710	BNEWS DISPLAY ADVERTISING	405,000	450,000	45,000	11%	462,242	356,786
	42720	BNEWS SUBSCRIPT/SINGLE ISSUES	100	100	-	0%	108	140
	42730	BNEWS CLASSIFIED ADVERTISING	2,500	2,500	-	0%	4,952	3,300
	42760	JOB TARGET ADVERSTISING	120,000	180,000	60,000	50%	107,157	94,796
	TOTAL REVENUE		**529,600**	**634,600**	**105,000**	**20%**	**576,212**	**455,022**
DIRECT EXPENSES:								
	50060	POSTAGE	135,000	160,000	25,000	19%	139,447	115,698
	50070	PRINTING & COPYING	242,000	242,000	-	0%	217,863	185,895
	50110	STAFF CONFERENCE & TRAINING	2,200	2,200	-	0%	-	999
	50120	STAFF MEMBERSHIP DUES	220	220	-	0%	220	-
	50130	SUBSCRIPTIONS	225	225	-	0%	204	-
	50155	DIGITAL/ONLINE DEVELOPMENT	2,000	2,000	-	0%	903	353
	52710	GRAPHICS/ARTWORK	1,000	1,000	-	0%	75	-
	52750	EDITORIAL ADVIS COMMITTEE EXP	300	300	-	0%	-	-
	TOTAL DIRECT EXPENSES		**382,945**	**407,945**	**25,000**	**7%**	**358,713**	**302,945**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	199,151	206,179	7,028	4%	197,992	153,672
	51299	BENEFITS EXPENSE	59,029	70,417	11,388	19%	62,418	46,908
	51900	OTHER INDIRECT EXPENSE	73,346	69,354	(3,992)	-5%	50,200	46,725
TOTAL INDIRECT EXPENSES:			**331,526**	**345,950**	**14,423**	**4%**	**310,610**	**247,305**
TOTAL ALL EXPENSES:			**714,471**	**753,895**	**39,423**	**6%**	**669,323**	**550,250**
NET INCOME (LOSS):			**(184,871)**	**(119,295)**	**65,577**	**-35%**	**(93,111)**	**(95,228)**

Washington State Bar Association
Budget Comparison

BOARD OF GOVERNORS

Cost Center	**FY27 FTE**	**1.73**
BOG	**FY26 FTE**	**1.73**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		-	-	-	-	-	-
DIRECT EXPENSES:								
	50140	SUPPLIES	765	600	(165)	-22%	415	350
	52125	LEADERSHIP TRAINING	15,000	10,000	(5,000)	-33%	13,474	-
	52810	BOG MEETINGS	175,000	160,000	(15,000)	-9%	148,846	76,062
	52820	BOG COMMITTEES' EXPENSES	11,200	10,000	(1,200)	-11%	4,786	9,913
	52821	BOG RETREAT	40,000	43,000	3,000	8%	43,964	31,869
	52822	BOG CONFERENCE ATTENDANCE	56,500	48,000	(8,500)	-15%	37,343	54,152
	52830	BOG TRAVEL & OUTREACH	70,000	52,000	(18,000)	-26%	41,245	64,303
	52880	BOG ELECTIONS	26,900	25,000	(1,900)	-7%	16,298	11,276
	52960	PRESIDENT'S DINNER	12,000	13,000	1,000	8%	10,869	1,674
	52812	NEW GOVERNOR ORIENTATION	7,000	5,000	(2,000)	-29%	249	-
	52823	PRESIDENTS PHOTO	3,300	3,300	-	0%	1,966	-
	TOTAL DIRECT EXPENSES		**417,665**	**369,900**	**(47,765)**	**-11%**	**319,455**	**249,597**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	135,043	140,784	5,740	4%	131,344	104,089
	51299	BENEFITS EXPENSE	44,269	42,319	(1,950)	-4%	46,441	35,444
	51900	OTHER INDIRECT EXPENSE	59,572	56,329	(3,243)	-5%	40,803	37,755
TOTAL INDIRECT EXPENSES:			**238,885**	**239,432**	**548**	**0%**	**218,588**	**177,289**
TOTAL ALL EXPENSES:			**656,550**	**609,332**	**(47,217)**	**-7%**	**538,044**	**426,886**
NET INCOME (LOSS):			**(656,550)**	**(609,332)**	**47,217**	**-7%**	**(538,044)**	**(426,886)**

Washington State Bar Association
Budget Comparison

CONFERENCE AND BROADCAST SERVICES

Cost Center	**FY27 FTE**	**0.55**
CBS	**FY26 FTE**	**0.55**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		**-**	**-**	**-**		**-**	**-**
DIRECT EXPENSES:								
	TOTAL DIRECT EXPENSES		**-**	**-**	**-**		**-**	**-**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	49,269	51,267	1,997	4%	-	38,309
	51299	BENEFITS EXPENSE	14,930	16,250	1,320	9%	-	11,947
	51900	OTHER INDIRECT EXPENSE	18,939	17,908	(1,031)	-5%	-	12,074
	TOTAL INDIRECT EXPENSES:		**83,138**	**85,425**	**2,287**	**3%**	**-**	**62,330**
	TOTAL ALL EXPENSES:		**83,138**	**85,425**	**2,287**	**3%**	**-**	**62,330**
	NET INCOME (LOSS):		**(83,138)**	**(85,425)**	**(2,287)**	**3%**	**-**	**(62,330)**

Washington State Bar Association
Budget Comparison

CHARACTER & FITNESS BOARD

Cost Center **FY27 FTE** **0.85**
CFB **FY26 FTE** **0.85**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		-	-	-		-	-
DIRECT EXPENSES:								
	52235	CHARACTER & FITNESS BOARD EXP	12,000	15,000	3,000	25%	11,065	5,793
	54310	COURT REPORTERS	11,050	12,000	950	9%	8,826	5,943
	TOTAL DIRECT EXPENSES		**23,050**	**27,000**	**3,950**	**17%**	**19,891**	**11,737**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	103,891	108,084	4,193	4%	95,640	80,300
	51299	BENEFITS EXPENSE	26,820	35,712	8,892	33%	26,676	21,243
	51900	OTHER INDIRECT EXPENSE	29,270	27,676	(1,593)	-5%	17,779	18,553
	TOTAL INDIRECT EXPENSES:		**159,981**	**171,473**	**11,492**	**7%**	**140,095**	**120,097**
	TOTAL ALL EXPENSES:		**183,031**	**198,473**	**15,442**	**8%**	**159,986**	**131,833**
	NET INCOME (LOSS):		**(183,031)**	**(198,473)**	**(15,442)**	**8%**	**(159,986)**	**(131,833)**

Washington State Bar Association
Budget Comparison

COMMUNICATION STRATEGIES

Cost Center	**FY27 FTE**	**5.39**
COMM	**FY26 FTE**	**5.39**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	42570	50 YEAR MEMBER TRIBUTE LUNCH	1,000	1,000	-	0%	1,231	657
	44100	WSBA LOGO MERCHANDISE SALES	2,000	-	(2,000)	-100%	2,039	-
	TOTAL REVENUE		**3,000**	**1,000**	**(2,000)**	**-67%**	**3,270**	**657**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	5,895	8,445	2,550	43%	2,480	1,782
	50110	STAFF CONFERENCE & TRAINING	11,300	11,300	-	0%	12,182	7,791
	50120	STAFF MEMBERSHIP DUES	1,800	1,800	-	0%	987	537
	50130	SUBSCRIPTIONS	4,520	12,420	7,900	175%	1,993	4,157
	50145	SURVEYS	-	20,000	20,000		-	-
	50155	DIGITAL/ONLINE DEVELOPMENT	-	287	287		-	-
	52511	BAR LEADERS SUMMIT	35,000	35,700	700	2%	33,963	29,477
	52570	APEX	52,500	60,000	7,500	14%	57,594	27,450
	52573	50 YEAR MEMBER TRIBUTE LUNCH	38,000	44,913	6,913	18%	29,644	12,506
	52878	COMMUNICATIONS OUTREACH	8,000	15,600	7,600	95%	12,049	6,671
	54027	BAR OUTREACH	22,000	20,000	(2,000)	-9%	16,256	31,968
	54065	AMBASSADOR TRAINING & TOWN HALLS	10,000	25,000	15,000	150%	-	25,949
	TOTAL DIRECT EXPENSES		**189,015**	**255,465**	**66,450**	**35%**	**167,148**	**148,288**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	417,995	434,068	16,073	4%	387,587	332,110
	51299	BENEFITS EXPENSE	137,502	127,255	(10,247)	-7%	141,929	107,589
	51900	OTHER INDIRECT EXPENSE	185,603	175,500	(10,103)	-5%	127,339	117,904
TOTAL INDIRECT EXPENSES:			**741,101**	**736,824**	**(4,276)**	**-1%**	**656,855**	**557,604**
TOTAL ALL EXPENSES:			**930,116**	**992,289**	**62,174**	**7%**	**824,003**	**705,892**
NET INCOME (LOSS):			**(927,116)**	**(991,289)**	**(64,174)**	**7%**	**(820,733)**	**(705,234)**

COMMUNICATION STRATEGIES FTE

Cost Center	**FY27 FTE**	**1.00**
COMM FTE	**FY26 FTE**	**1.00**

Washington State Bar Association
Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		-	-	-		-	-
DIRECT EXPENSES:								
	TOTAL DIRECT EXPENSES		-	-	-		-	-
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	183,193	189,449	6,256	3%	183,668	137,571
	51299	BENEFITS EXPENSE	39,830	47,471	7,641	19%	45,043	31,409
	51900	OTHER INDIRECT EXPENSE	34,435	32,560	(1,874)	-5%	23,706	21,964
	TOTAL INDIRECT EXPENSES:		**257,458**	**269,481**	**12,023**	**5%**	**252,417**	**190,944**
	NET INCOME (LOSS):		**(257,458)**	**(269,481)**	**(12,023)**	**5%**	**(252,417)**	**(190,944)**

Washington State Bar Association
Budget Comparison

DISCIPLINE

Cost Center **FY27 FTE** **40.00**
DISC **FY26 FTE** **39.00**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	42450	AUDIT REVENUE	1,000	2,000	1,000	100%	680	1,211
	44350	RECOVERY OF DISCIPLINE COSTS	65,000	60,000	(5,000)	-8%	49,963	69,908
	44450	DISCIPLINE HISTORY SUMMARY	19,000	21,000	2,000	11%	21,317	18,150
	TOTAL REVENUE		**85,000**	**83,000**	**(2,000)**	**-2%**	**71,960**	**89,270**
DIRECT EXPENSES:								
	50080	PUBLICATIONS PRODUCTION	350	350	-	0%	122	-
	50100	STAFF TRAVEL/PARKING	15,000	17,500	2,500	17%	10,929	13,847
	50110	STAFF CONFERENCE & TRAINING	37,800	49,000	11,200	30%	29,817	26,434
	50120	STAFF MEMBERSHIP DUES	7,659	9,373	1,714	22%	6,995	7,695
	50160	TELEPHONE	3,000	3,000	-	0%	2,291	1,812
	54310	COURT REPORTERS	66,200	50,000	(16,200)	-24%	46,308	41,227
	54320	OUTSIDE COUNSEL EXPENSES	500	500	-	0%	-	-
	54360	LITIGATION EXPENSES	30,000	25,000	(5,000)	-17%	12,431	12,245
	54370	DISABILITY EXPENSES	15,000	17,000	2,000	13%	8,427	4,696
	54400	TRANSLATION SERVICES	10,000	23,000	13,000	130%	4,376	11,227
	TOTAL DIRECT EXPENSES		**185,509**	**194,723**	**9,214**	**5%**	**121,696**	**119,184**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	4,131,360	4,396,833	265,472	6%	3,946,975	3,033,817
	51299	BENEFITS EXPENSE	1,139,859	1,352,488	212,628	19%	1,209,931	893,581
	51900	OTHER INDIRECT EXPENSE	1,342,955	1,302,414	(40,541)	-3%	920,518	852,888
	TOTAL INDIRECT EXPENSES:		**6,614,175**	**7,051,734**	**437,559**	**7%**	**6,077,424**	**4,780,286**
	TOTAL ALL EXPENSES:		**6,799,684**	**7,246,457**	**446,773**	**7%**	**6,199,120**	**4,899,469**
	NET INCOME (LOSS):		**(6,714,684)**	**(7,163,457)**	**(448,773)**	**7%**	**(6,127,161)**	**(4,810,200)**

Washington State Bar Association
Budget Comparison

DIVERSITY

Cost Center **FY27 FTE** **2.15**
DIV **FY26 FTE** **2.24**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40300	DONATIONS & GRANTS	135,000	115,000	(20,000)	-15%	135,000	135,000
	TOTAL REVENUE		**135,000**	**115,000**	**(20,000)**	**-15%**	**135,000**	**135,000**
DIRECT EXPENSES:								
	50033	CONSULTING SERVICES	3,000	3,000	-	0%	45	-
	50100	STAFF TRAVEL/PARKING	3,700	1,700	(2,000)	-54%	2,771	609
	50110	STAFF CONFERENCE & TRAINING	4,400	6,300	1,900	43%	2,662	340
	50120	STAFF MEMBERSHIP DUES	775	780	5	1%	655	605
	52680	DEI COUNCIL	7,600	5,600	(2,000)	-26%	4,323	2,677
	52681	DIVERSITY EVENTS & PROJECTS	33,600	46,800	13,200	39%	14,329	6,319
	52687	STAFF EQUITY LEADERSHIP LAB	6,000	7,500	1,500	25%	2,039	3,869
	TOTAL DIRECT EXPENSES		**59,075**	**71,680**	**12,605**	**21%**	**26,824**	**14,419**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	198,124	195,896	(2,228)	-1%	199,629	136,730
	51299	BENEFITS EXPENSE	66,814	61,162	(5,651)	-8%	72,149	47,074
	51900	OTHER INDIRECT EXPENSE	77,134	70,005	(7,129)	-9%	63,447	51,641
	TOTAL INDIRECT EXPENSES:		**342,071**	**327,063**	**(15,008)**	**-4%**	**335,225**	**235,445**
	TOTAL ALL EXPENSES:		**401,146**	**398,743**	**(2,403)**	**-1%**	**362,050**	**249,864**
	NET INCOME (LOSS):		**(266,146)**	**(283,743)**	**(17,597)**	**7%**	**(227,050)**	**(114,864)**

Washington State Bar Association
Budget Comparison

ENTITY REGULATION

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
Cost Center	**FY27 FTE**	**0.40**						
ER	**FY26 FTE**	**0.55**						
REVENUE:								
	42233	APPLICATION FEES	28,000	22,000	(6,000)	-21%	-	11,000
	42234	ANNUAL FEES	47,500	65,000	17,500	37%	-	10,000
	TOTAL REVENUE		**75,500**	**87,000**	**11,500**	**15%**	**-**	**21,000**
	50015	DEPRECIATION	-	7,973	7,973		-	199
	50110	STAFF CONFERENCE & TRAINING	4,400	4,400	-	0%	-	1,551
	52246	INVESTIGATION	9,600	7,680	(1,920)	-20%	-	-
	52692	OUTREACH & COMMUNICATION	10,000	10,000	-	0%	-	-
	53282	SOFTWARE HOSTING	3,973	1,007	(2,966)	-75%	-	1,467
	TOTAL DIRECT EXPENSES		**27,973**	**31,060**	**3,087**	**11%**	**-**	**3,217**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	77,471	67,436	(10,035)	-13%	-	60,226
	51299	BENEFITS EXPENSE	18,673	17,416	(1,257)	-7%	-	14,848
	51900	OTHER INDIRECT EXPENSE	18,939	13,024	(5,915)	-31%	-	12,074
	TOTAL INDIRECT EXPENSES:		**115,083**	**97,876**	**(17,206)**	**-15%**	**-**	**87,147**
	TOTAL ALL EXPENSES:		**143,055**	**128,936**	**(14,119)**	**-10%**	**-**	**90,364**
	NET INCOME (LOSS):		**(67,555)**	**(41,936)**	**25,619**	**-38%**	**-**	**(69,364)**

Washington State Bar Association
Budget Comparison

FACILITIES AND OPERATIONS

Cost Center **FAC** | **FY27 FTE** **5.97** | **FY26 FTE** **5.78**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		**-**	**-**	**-**		**-**	**-**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	2,376	2,376	-	0%	2,299	1,782
	50110	STAFF CONFERENCE & TRAINING	-	2,500	2,500		512	20
	50120	STAFF MEMBERSHIP DUES	189	195	6	3%	200	-
	TOTAL DIRECT EXPENSES		**2,565**	**5,071**	**2,506**	**98%**	**3,011**	**1,802**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	406,195	461,839	55,644	14%	418,565	326,498
	51299	BENEFITS EXPENSE	141,474	167,315	25,841	18%	152,500	115,666
	51900	OTHER INDIRECT EXPENSE	199,033	194,385	(4,648)	-2%	136,831	126,295
	TOTAL INDIRECT EXPENSES:		**746,702**	**823,539**	**76,837**	**10%**	**707,896**	**568,459**
	TOTAL ALL EXPENSES:		**749,267**	**828,610**	**79,343**	**11%**	**710,907**	**570,261**
	NET INCOME (LOSS):		**(749,267)**	**(828,610)**	**(79,343)**	**11%**	**(710,907)**	**(570,261)**

Washington State Bar Association
Budget Comparison

FINANCE

Cost Center	**FY27 FTE**	**6.92**	**FY2026 Budget**	**FY2027 Budget**	**FY26 vs. FY27 Comparison**	**% Change**	**FY2025 Actuals**	**FY2026 Actuals YTD**
FIN	**FY26 FTE**	**6.92**						
REVENUE:								
	40500	INTEREST - INVESTMENTS	600,000	450,000	(150,000)	-25%	746,108	578,091
	TOTAL REVENUE		**600,000**	**450,000**	**(150,000)**	**-25%**	**746,108**	**578,091**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	3,750	3,750	-	0%	2,920	3,062
	50110	STAFF CONFERENCE & TRAINING	500	500	-	0%	303	-
	50120	STAFF MEMBERSHIP DUES	670	705	35	5%	350	585
	TOTAL DIRECT EXPENSES		**4,920**	**4,955**	**35**	**1%**	**3,574**	**3,647**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	777,786	805,328	27,542	4%	763,774	588,954
	51299	BENEFITS EXPENSE	209,178	242,660	33,482	16%	225,519	166,184
	51900	OTHER INDIRECT EXPENSE	238,288	225,318	(12,971)	-5%	163,500	151,328
	51936	FACILITY RESERVE REBATE	-	-			10,962	-
	TOTAL INDIRECT EXPENSES:		**1,225,253**	**1,273,306**	**48,053**	**4%**	**1,163,755**	**906,465**
	TOTAL ALL EXPENSES:		**1,230,173**	**1,278,261**	**48,088**	**4%**	**1,167,328**	**910,112**
	NET INCOME (LOSS):		**(630,173)**	**(828,261)**	**(198,088)**	**31%**	**(421,220)**	**(332,021)**

Washington State Bar Association
Budget Comparison

FOUNDATION

Cost Center **FY27 FTE** **1.05**
FOUND **FY26 FTE** **1.05**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		-	-	-		-	-
DIRECT EXPENSES:								
	50033	CONSULTING SERVICES	3,350	3,500	150	4%	3,200	3,350
	50050	EQUIPMENT, HARDWARE & SOFTWARE	2,635	3,317	682	26%	2,635	1,978
	50060	POSTAGE	400	400	-	0%	-	23
	50070	PRINTING & COPYING	1,000	1,000	-	0%	362	30
	50100	STAFF TRAVEL/PARKING	4,000	2,500	(1,500)	-38%	685	312
	50110	STAFF CONFERENCE & TRAINING	2,200	2,200	-	0%	1,687	69
	50140	SUPPLIES	2,000	2,000	-	0%	1,775	112
	52940	BOARD OF TRUSTEES	3,600	7,000	3,400	94%	3,593	250
	TOTAL DIRECT EXPENSES		**19,185**	**21,917**	**2,732**	**14%**	**13,937**	**6,125**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	108,755	112,614	3,859	4%	106,658	85,329
	51299	BENEFITS EXPENSE	30,528	40,935	10,407	34%	32,740	24,125
	51900	OTHER INDIRECT EXPENSE	36,156	34,188	(1,968)	-5%	24,752	22,920
	TOTAL INDIRECT EXPENSES:		**175,440**	**187,738**	**12,298**	**7%**	**164,150**	**132,373**
	TOTAL ALL EXPENSES:		**194,625**	**209,655**	**15,030**	**8%**	**178,087**	**138,498**
	NET INCOME (LOSS):		**(194,625)**	**(209,655)**	**(15,030)**	**8%**	**(178,087)**	**(138,498)**

Washington State Bar Association
Budget Comparison

HUMAN RESOURCES

Cost Center	**FY27 FTE**	**4.00**
HR	**FY26 FTE**	**4.00**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		**-**	**-**	**-**		**-**	**-**
DIRECT EXPENSES:								
	50033	CONSULTING SERVICES	1,000	1,000	-	0%	-	-
	50100	STAFF TRAVEL/PARKING	300	300	-	0%	121	132
	50110	STAFF CONFERENCE & TRAINING	4,200	4,000	(200)	-5%	1,147	2,895
	50120	STAFF MEMBERSHIP DUES	1,200	1,200	-	0%	752	852
	50130	SUBSCRIPTIONS	2,000	1,300	(700)	-35%	993	1,192
	54512	STAFF TRAINING- GENERAL	29,300	18,000	(11,300)	-39%	4,971	3,764
	54520	RECRUITING AND ADVERTISING	8,750	8,750	-	0%	5,013	3,236
	54530	HR INFORMATION SYSTEM	65,950	60,000	(5,950)	-9%	50,000	48,723
	54540	SALARY SURVEYS	3,000	1,000	(2,000)	-67%	-	934
	54590	TRANSFER TO INDIRECT EXPENSE	(115,700)	(95,550)	20,150	-17%	(62,998)	(61,728)
	TOTAL DIRECT EXPENSES		**-**	**-**	**-**		**-**	**0**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	504,229	519,323	15,094	3%	515,618	321,381
	51299	BENEFITS EXPENSE	98,098	115,442	17,344	18%	135,556	93,333
	51925	ALLOWANCE FOR OPEN POSITIONS	(200,000)	(200,000)	-	0%	-	-
	51900	OTHER INDIRECT EXPENSE	137,739	130,241	(7,498)	-5%	94,474	87,549
	TOTAL INDIRECT EXPENSES:		**540,066**	**565,006**	**24,940**	**5%**	**745,647**	**502,263**
	TOTAL ALL EXPENSES:		**540,066**	**565,006**	**24,940**	**5%**	**745,647**	**502,263**
	NET INCOME (LOSS):		**(540,066)**	**(565,006)**	**(24,940)**	**5%**	**(745,647)**	**(502,263)**

Washington State Bar Association
Budget Comparison

LAW CLERK PROGRAM

Cost Center **FY27 FTE** **1.18**
CLERK **FY26 FTE** **1.18**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	42275	LAW CLERK FEES	220,000	308,000	88,000	40%	251,493	266,333
	42286	LAW CLERK APPLICATION FEES	4,000	5,000	1,000	25%	5,100	5,100
	TOTAL REVENUE		**224,000**	**313,000**	**89,000**	**40%**	**256,593**	**271,433**
DIRECT EXPENSES:								
	50015	DEPRECIATION	37,278	34,417	(2,861)	-8%	10,792	26,171
	50100	STAFF TRAVEL/PARKING	-	250	250		-	-
	50120	STAFF MEMBERSHIP DUES	-	350	350		-	300
	50130	SUBSCRIPTIONS	331	-	(331)	-100%	300	-
	52245	CHARACTER & FITNESS INVESTI	100	100	-	0%	-	-
	53282	SOFTWARE HOSTING	700	993	293	42%	694	775
	52255	LAW CLERK BOARD	9,000	7,000	(2,000)	-22%	5,950	5,581
	52258	LAW CLERK OUTREACH	20,000	15,000	(5,000)	-25%	11,025	13,705
	TOTAL DIRECT EXPENSES		**67,409**	**58,110**	**(9,299)**	**-14%**	**28,761**	**46,532**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	104,845	111,084	6,240	6%	116,579	77,352
	51299	BENEFITS EXPENSE	31,938	32,697	759	2%	36,511	25,171
	51900	OTHER INDIRECT EXPENSE	40,633	38,421	(2,212)	-5%	28,935	25,717
	TOTAL INDIRECT EXPENSES:		**177,416**	**182,203**	**4,787**	**3%**	**182,024**	**128,241**
TOTAL ALL EXPENSES:			**244,825**	**240,313**	**(4,512)**	**-2%**	**210,785**	**174,772**
NET INCOME (LOSS):			**(20,825)**	**72,687**	**93,512**	**-449%**	**45,807**	**96,661**

Washington State Bar Association
Budget Comparison

LEGISLATIVE

Cost Center **FY27 FTE** **1.70**
LEG **FY26 FTE** **1.70**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		**-**	**-**	**-**		**-**	**-**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	2,500	2,500	-	0%	565	157
	50110	STAFF CONFERENCE & TRAININC	2,200	2,200	-	0%	2,101	248
	50120	STAFF MEMBERSHIP DUES	215	215	-	0%	215	-
	50130	SUBSCRIPTIONS	2,000	2,000	-	0%	1,986	1,990
	50160	TELEPHONE	575	575	-	0%	577	446
	52660	JUD RECOMMEND COMMITTEE	3,250	3,250	-	0%	1,675	1,096
	54920	CONTRACT LOBBYIST	12,500	15,000	2,500	20%	15,000	12,500
	54940	LEGISLATIVE COMMITTEE	1,250	1,250	-	0%	130	-
	54970	BOG LEGISLATIVE COMMITTEE	300	300	-	0%	-	-
	TOTAL DIRECT EXPENSES		**24,790**	**27,290**	**2,500**	**10%**	**22,248**	**16,437**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	164,492	171,002	6,511	4%	163,053	111,815
	51299	BENEFITS EXPENSE	47,770	54,873	7,103	15%	51,318	35,966
	51900	OTHER INDIRECT EXPENSE	58,539	55,353	(3,186)	-5%	40,091	37,142
	TOTAL INDIRECT EXPENSES:		**270,801**	**281,228**	**10,427**	**4%**	**254,461**	**184,923**
	TOTAL ALL EXPENSES:		**295,591**	**308,518**	**12,927**	**4%**	**276,709**	**201,360**
	NET INCOME (LOSS):		**(295,591)**	**(308,518)**	**(12,927)**	**4%**	**(276,709)**	**(201,360)**

Washington State Bar Association
Budget Comparison

LEGAL LUNCHBOX

Cost Center	**FY27 FTE**	**0.45**						
LLB	**FY26 FTE**	**0.45**						
			FY2026 Budget	**FY2027 Budget**	**FY26 vs. FY27 Comparison**	**% Change**	**FY2025 Actuals**	**FY2026 Actuals YTD**
REVENUE:								
	41450	SPONSORSHIPS	9,000	9,000	-	0%	9,000	9,000
	43400	DIGITAL VIDEO SALES	25,000	25,000	-	0%	26,705	24,157
	TOTAL REVENUE		**34,000**	**34,000**	**-**	**0%**	**35,705**	**33,157**
DIRECT EXPENSES:								
	52240	DISABILITY ACCOMMODATIONS	2,000	2,000	-	0%	-	-
	53700	SPEAKERS & PROGRAM DEVELOP	100	100	-	0%	-	-
	53730	HONORARIUM	1,500	1,500	-	0%	-	-
	53283	ON24 OVERAGE CHARGE	4,500	4,500	-	0%	4,414	4,422
	53731	INSURANCE REBATE	-	-	-		(980)	-
	TOTAL DIRECT EXPENSES		**8,100**	**8,100**	**-**	**0%**	**3,434**	**4,422**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	33,193	34,909	1,717	5%	31,125	25,388
	51299	BENEFITS EXPENSE	11,236	11,203	(33)	0%	11,320	9,012
	51900	OTHER INDIRECT EXPENSE	15,496	14,652	(843)	-5%	10,110	9,890
	51935	INSURANCE REBATE	-	-	-		(11,679)	-
	TOTAL INDIRECT EXPENSES:		**59,925**	**60,765**	**840**	**1%**	**40,876**	**44,289**
	TOTAL ALL EXPENSES:		**68,025**	**68,865**	**840**	**1%**	**44,310**	**48,711**
	NET INCOME (LOSS):		**(34,025)**	**(34,865)**	**(840)**	**2%**	**(8,605)**	**(15,554)**

Washington State Bar Association
Budget Comparison

LICENSING & MEMBERSHIP RECORDS

Cost Center **FY27 FTE** **4.78**
LICMR **FY26 FTE** **4.78**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	41100	STATUS CERTIFICATE FEES	29,000	29,000	-	0%	30,900	25,723
	42288	INVESTIGATION FEES	25,000	25,000	-	0%	26,100	15,380
	42290	PRO HAC VICE	435,000	450,000	15,000	3%	478,994	449,486
	45040	MEMBER CONTACT INFORMATION	5,000	5,000	-	0%	4,773	5,880
	45060	PHOTO BAR CARD SALES	260	300	40	15%	648	504
	TOTAL REVENUE		**494,260**	**509,300**	**15,040**	**3%**	**541,415**	**496,973**
DIRECT EXPENSES:								
	50033	CONSULTING SERVICES	-	-	-		6,000	-
	50060	POSTAGE	4,000	4,000	-	0%	3,725	5,110
	50110	STAFF CONFERENCE & TRAINING	-	5,400	5,400		-	-
	52246	INVESTIGATION	300	300	-	0%	-	-
	54360	LITIGATION EXPENSES	-	-	-		29	-
	53282	SOFTWARE HOSTING	18,380	28,367	9,987	54%	18,682	20,022
	TOTAL DIRECT EXPENSES		**22,680**	**38,067**	**15,387**	**68%**	**28,437**	**25,132**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	503,843	518,856	15,013	3%	505,732	376,704
	51299	BENEFITS EXPENSE	139,284	176,879	37,595	27%	151,518	110,010
	51900	OTHER INDIRECT EXPENSE	164,598	155,638	(8,960)	-5%	113,996	104,603
	TOTAL INDIRECT EXPENSES:		**807,725**	**851,373**	**43,648**	**5%**	**771,246**	**591,317**
TOTAL ALL EXPENSES:			**830,405**	**889,441**	**59,036**	**7%**	**799,683**	**616,449**
NET INCOME (LOSS):			**(336,145)**	**(380,141)**	**(43,996)**	**13%**	**(258,268)**	**(119,476)**

Washington State Bar Association
Budget Comparison

LICENSE FEES
Cost Center
LIC

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40600	LICENSE FEES	16,922,074	17,279,644	357,570	2%	16,399,640	12,445,907
	40625	LICENSE FEES - NEW ADMITTEES	465,192	451,887	(13,305)	-3%	457,728	441,198
	40650	LICENSE FEES - LATE FEES	250,000	300,000	50,000	20%	455,102	518,288
	40675	LICENSE FEES - REINSTATEMENTS	15,000	15,000	-	0%	18,950	14,090
TOTAL REVENUE			**17,652,266**	**18,046,531**	**394,265**	**2%**	**17,331,420**	**13,419,483**
NET INCOME (LOSS):			**17,652,266**	**18,046,531**	**394,265**	**2%**	**17,331,420**	**13,419,483**

Washington State Bar Association
Budget Comparison

LIMITED LICENSE LEGAL TECHNICIAN PROGRAM

Cost Center **FY27 FTE** **0.43**
LLLT **FY26 FTE** **0.43**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	41800	SEMINAR REGISTRATIONS	-	-	-		6,240	-
	42281	LLLT LICENSE FEES	17,000	15,000	(2,000)	-12%	16,235	12,140
	42291	LLLT LATE LICENSE FEES	137	300	163	119%	365	571
	45220	MCLE LATE FEES	150	150	-	0%	-	600
	TOTAL REVENUE		**17,287**	**15,450**	**(1,837)**	**-11%**	**22,840**	**13,311**
DIRECT EXPENSES:								
	52683	LLLT BOARD	9,000	9,000	-	0%	2,702	3,398
	52689	LLLT EDUCATION	1,000	500	(500)	-50%	35	-
	TOTAL DIRECT EXPENSES		**10,000**	**9,500**	**(500)**	**-5%**	**2,737**	**3,398**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	41,479	43,806	2,327	6%	54,809	30,475
	51299	BENEFITS EXPENSE	12,046	12,577	531	4%	16,975	9,211
	51900	OTHER INDIRECT EXPENSE	14,807	14,001	(806)	-5%	13,606	9,312
	TOTAL INDIRECT EXPENSES:		**68,332**	**70,384**	**2,052**	**3%**	**85,389**	**48,997**
	TOTAL ALL EXPENSES:		**78,332**	**79,884**	**1,552**	**2%**	**88,126**	**52,395**
	NET INCOME (LOSS):		**(61,045)**	**(64,434)**	**(3,389)**	**6%**	**(65,286)**	**(39,084)**

Washington State Bar Association
Budget Comparison

LIMITED PRACTICE OFFICERS

Cost Center **FY27 FTE** **0.58**
LPO **FY26 FTE** **0.58**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	42288	INVESTIGATION FEES	1,000	600	(400)	-40%	800	1,000
	45110	LPO EXAMINATION FEES	16,000	18,000	2,000	13%	13,100	11,300
	45115	LPO EXAM LATE FEES	2,000	2,000	-	0%	1,600	1,400
	45120	LPO LICENSE FEES	158,000	154,000	(4,000)	-3%	155,249	112,595
	45125	LPO LATE LICENSE FEES	2,000	3,000	1,000	50%	3,750	3,780
	45220	MCLE LATE FEES	3,000	3,000	-	0%	1,800	5,475
	TOTAL REVENUE		**182,000**	**180,600**	**(1,400)**	**-1%**	**176,299**	**135,550**
DIRECT EXPENSES:								
	50070	PRINTING & COPYING	200	200	-	0%	83	65
	50140	SUPPLIES	100	100	-	0%	-	-
	52210	FACILITY, PARKING, FOOD	9,500	200	(9,300)	-98%	6,997	2,696
	52688	EXAM WRITING	15,000	15,000	-	0%	8,400	4,200
	55130	LPO BOARD EXPENSES	4,000	4,000	-	0%	1,277	430
	55165	LPO OUTREACH	500	500	-	0%	-	-
	53282	SOFTWARE HOSTING	3,404	4,392	988	29%	3,460	3,100
	TOTAL DIRECT EXPENSES		**32,704**	**24,392**	**(8,312)**	**-25%**	**20,217**	**10,491**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	56,369	59,871	3,502	6%	66,267	41,581
	51299	BENEFITS EXPENSE	16,315	17,645	1,331	8%	20,282	12,591
	51900	OTHER INDIRECT EXPENSE	19,972	18,885	(1,087)	-5%	16,211	12,688
TOTAL INDIRECT EXPENSES:			**92,656**	**96,401**	**3,745**	**4%**	**102,760**	**66,859**
TOTAL ALL EXPENSES:			**125,360**	**120,794**	**(4,566)**	**-4%**	**122,977**	**77,350**
NET INCOME (LOSS):			**56,640**	**59,806**	**3,166**	**6%**	**53,322**	**58,201**

Washington State Bar Association
Budget Comparison

MANDATORY CONTINUING LEGAL EDUCATION

Cost Center **FY27 FTE** **4.73**
MCLE **FY26 FTE** **4.73**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	45210	ACTIVITY APPLICATION FEE	670,000	700,000	30,000	4%	708,300	512,300
	45215	ACTIVITY APPLICATION LATE FEE	250,000	260,000	10,000	4%	268,800	195,950
	45220	MCLE LATE FEES	232,000	250,000	18,000	8%	256,250	286,525
	45230	ANNUAL ACCREDITED SPONSOR FEES	36,250	36,750	500	1%	40,000	35,750
	45250	ATTENDANCE LATE FEES	120,000	116,000	(4,000)	-3%	104,200	87,250
	45255	COMITY CERTIFICATES - REQUEST	13,000	13,000	-	0%	14,175	12,375
	45260	COMITY CERTIFICATES - SUBMIT	17,000	17,000	-	0%	19,700	16,725
	TOTAL REVENUE		**1,338,250**	**1,392,750**	**54,500**	**4%**	**1,411,425**	**1,146,875**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	50	50	-	0%	-	-
	50110	STAFF CONFERENCE & TRAINING	4,400	4,400	-	0%	5,045	-
	50120	STAFF MEMBERSHIP DUES	525	525	-	0%	500	525
	55210	MCLE BOARD EXPENSES	6,000	3,000	(3,000)	-50%	1,806	1,081
	55220	DEPRECIATION-SOFTWARE	142,057	142,057	0	0%	144,144	108,110
	TOTAL DIRECT EXPENSES		**153,032**	**150,032**	**(3,000)**	**-2%**	**151,496**	**109,716**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	407,360	427,261	19,901	5%	396,116	318,285
	51299	BENEFITS EXPENSE	124,032	120,503	(3,530)	-3%	130,729	99,254
	51900	OTHER INDIRECT EXPENSE	162,876	154,010	(8,866)	-5%	112,777	103,376
TOTAL INDIRECT EXPENSES:			**694,269**	**701,774**	**7,505**	**1%**	**639,622**	**520,914**
TOTAL ALL EXPENSES:			**847,301**	**851,806**	**4,505**	**1%**	**791,118**	**630,630**
NET INCOME (LOSS):			**490,949**	**540,944**	**49,995**	**10%**	**620,307**	**516,245**

Washington State Bar Association
Budget Comparison

MEMBER WELLNESS PROGRAM

Cost Center **FY27 FTE** **1.81**
MWP **FY26 FTE** **1.48**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40205	DIVERSION	9,000	6,000	(3,000)	-33%	2,500	4,250
	TOTAL REVENUE		**9,000**	**6,000**	**(3,000)**	**-33%**	**2,500**	**4,250**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	1,200	1,200	-	0%	125	52
	50110	STAFF CONFERENCE & TRAINING	5,500	2,200	(3,300)	-60%	2,654	1,287
	50120	STAFF MEMBERSHIP DUES	500	875	375	75%	689	611
	50130	SUBSCRIPTIONS	1,400	1,400	-	0%	1,324	994
	54715	MEMBER WELL-BEING TASK FORCE	4,500	-	(4,500)	-100%	2,542	1,850
	TOTAL DIRECT EXPENSES		**13,100**	**5,675**	**(7,425)**	**-57%**	**7,335**	**4,795**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	149,311	172,241	22,931	15%	145,333	108,698
	51299	BENEFITS EXPENSE	42,656	72,376	29,720	70%	45,285	33,385
	51900	OTHER INDIRECT EXPENSE	50,963	58,934	7,971	16%	34,861	32,468
	TOTAL INDIRECT EXPENSES:		**242,930**	**303,552**	**60,622**	**25%**	**225,480**	**174,551**
	TOTAL ALL EXPENSES:		**256,030**	**309,227**	**53,197**	**21%**	**232,815**	**179,346**
	NET INCOME (LOSS):		**(247,030)**	**(303,227)**	**(56,197)**	**23%**	**(230,315)**	**(175,096)**

Washington State Bar Association
Budget Comparison

MEMBER SERVICES & ENGAGEMENT

Cost Center **FY27 FTE** **2.45**
MSE **FY26 FTE** **2.45**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40900	ROYALTIES	10,800	14,400	3,600	33%	15,600	9,600
	41450	SPONSORSHIPS	2,500	-	(2,500)	-100%	2,600	2,000
	41800	SEMINAR REGISTRATIONS	2,000	-	(2,000)	-100%	1,080	720
	TOTAL REVENUE		**15,300**	**14,400**	**(900)**	**-6%**	**19,280**	**12,320**
DIRECT EXPENSES:								
	50070	PRINTING & COPYING	1,600	1,600	-	0%	1,442	1,502
	50085	NEW MEMBER LIAISON SECTION PROGRAM	1,300	1,300	-	0%	585	565
	50095	CLE COMPS	-	-	-		390	-
	50100	STAFF TRAVEL/PARKING	3,500	5,000	1,500	43%	3,158	496
	50110	STAFF CONFERENCE & TRAINING	2,700	2,700	-	0%	1,850	(25)
	50120	STAFF MEMBERSHIP DUES	1,020	1,020	-	0%	390	195
	50130	SUBSCRIPTIONS	400	1,200	800	200%	350	398
	54391	LAW LIBRARY DESKBOOK ACCESS	10,000	-	(10,000)	-100%	9,311	-
	54610	LIBRARY MATERIALS/RESOURCES	4,000	4,000	-	0%	1,532	346
	55266	NEW MEMBER OUTREACH EVENTS	5,000	18,500	13,500	270%	4,807	1,973
	55270	WASHINGTON NEW MEMBERS COMMITTEE	15,000	30,500	15,500	103%	5,587	8,832
	55970	MEMBER ENGAGEMENT COUNCIL	500	500	-	0%	-	137
	55981	SMALL TOWN AND RURAL COUNCIL OUTREACH AND ACTIVITIES	70,000	55,000	(15,000)	-21%	61,910	55,838
	55980	SMALL TOWN AND RURAL COUNCIL	7,500	7,500	-	0%	1,586	1,197
	57460	LAW SCHOOL OUTREACH	500	500	-	0%	-	66
	58175	AWARDS	1,000	1,000	-	0%	-	72
	58450	RECEPTION/FORUM EXPENSE	1,000	1,000	-	0%	200	17
	58525	SCHOLARSHIPS/DONATIONS/GRANT	-	4,000	4,000		-	-
	TOTAL DIRECT EXPENSES		**125,020**	**135,320**	**10,300**	**8%**	**93,098**	**71,609**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	165,619	176,148	10,529	6%	152,229	131,823
	51299	BENEFITS EXPENSE	59,059	77,978	18,919	32%	60,478	47,468
	51900	OTHER INDIRECT EXPENSE	84,365	79,773	(4,592)	-5%	57,870	53,547
	TOTAL INDIRECT EXPENSES:		**309,043**	**333,899**	**24,856**	**8%**	**270,577**	**232,837**
	TOTAL ALL EXPENSES:		**434,063**	**469,219**	**35,156**	**8%**	**363,674**	**304,446**
	NET INCOME (LOSS):		**(418,763)**	**(454,819)**	**(36,056)**	**9%**	**(344,394)**	**(292,126)**

Washington State Bar Association
Budget Comparison

MINI CLE

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
Cost Center	**FY27 FTE**	**0.96**						
MINI	**FY26 FTE**	**0.96**						
REVENUE:								
	TOTAL REVENUE		-	-	-		-	-
DIRECT EXPENSES:								
	TOTAL DIRECT EXPENSES		-	-	-		-	-
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	76,520	80,222	3,702	5%	72,060	58,284
	51299	BENEFITS EXPENSE	24,764	24,363	(401)	-2%	25,111	19,764
	51900	OTHER INDIRECT EXPENSE	33,057	31,258	(1,799)	-5%	21,614	21,043
	TOTAL INDIRECT EXPENSES:		**134,341**	**135,842**	**1,501**	**1%**	**118,786**	**99,091**
	NET INCOME (LOSS):		**(134,341)**	**(135,842)**	**(1,501)**	**1%**	**(118,786)**	**(99,091)**

Washington State Bar Association
Budget Comparison

NEW MEMBER EDUCATION

Cost Center	**FY27 FTE**	**0.87**
NME	**FY26 FTE**	**0.87**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40300	DONATIONS & GRANTS	-	-	-		15	-
	40950	NME PRODUCT SALES	120,000	100,000	(20,000)	-17%	139,406	104,375
	41800	SEMINAR REGISTRATIONS	10,000	7,000	(3,000)	-30%	19,458	7,612
	47100	TRIAL ADVOCACY PROGRAM	12,000	13,000	1,000	8%	13,369	13,805
	TOTAL REVENUE		**142,000**	**120,000**	**(22,000)**	**-15%**	**172,247**	**125,792**
DIRECT EXPENSES:								
	55265	SPEAKERS & PROGRAM DEVELOPMENT	500	500	-	0%	106	-
	57320	TRIAL ADVOCACY EXPENSES	3,200	3,500	300	9%	2,432	2,473
	TOTAL DIRECT EXPENSES		**3,700**	**4,000**	**300**	**8%**	**2,538**	**2,473**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	66,306	69,455	3,149	5%	63,527	51,036
	51299	BENEFITS EXPENSE	22,014	22,717	703	3%	22,597	17,582
	51900	OTHER INDIRECT EXPENSE	29,958	28,328	(1,631)	-5%	19,871	18,895
	TOTAL INDIRECT EXPENSES:		**118,278**	**120,500**	**2,221**	**2%**	**105,995**	**87,513**
	TOTAL ALL EXPENSES:		**121,978**	**124,500**	**2,521**	**2%**	**108,533**	**89,986**
	NET INCOME (LOSS):		**20,022**	**(4,500)**	**(24,521)**	**-122%**	**63,714**	**35,806**

Washington State Bar Association
Budget Comparison

OFFICE OF THE EXECUTIVE DIRECTOR

Cost Center	**FY27 FTE**	**5.18**
OED	**FY26 FTE**	**4.23**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		-	-	-		-	-
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	2,000	2,400	400	20%	2,299	1,782
	50110	STAFF CONFERENCE & TRAINING	13,300	14,300	1,000	8%	14,556	11,231
	50120	STAFF MEMBERSHIP DUES	1,335	1,225	(110)	-8%	1,120	1,120
	52125	LEADERSHIP TRAINING	20,000	15,000	(5,000)	-25%	11,951	15,959
	52585	WASHINGTON LEADERSHIP INSTITUTE	100,000	100,000	-	0%	100,000	100,000
	52840	ED TRAVEL & OUTREACH	6,000	6,000	-	0%	4,883	3,574
	TOTAL DIRECT EXPENSES		**142,635**	**138,925**	**(3,710)**	**-3%**	**134,809**	**133,665**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	643,856	753,609	109,753	17%	611,429	499,185
	51299	BENEFITS EXPENSE	142,505	191,558	49,053	34%	161,753	118,594
	51900	OTHER INDIRECT EXPENSE	145,659	168,663	23,004	16%	99,941	92,529
	TOTAL INDIRECT EXPENSES:		**932,020**	**1,113,830**	**181,810**	**20%**	**873,123**	**710,309**
	TOTAL ALL EXPENSES:		**1,074,655**	**1,252,755**	**178,100**	**17%**	**1,007,932**	**843,975**
	NET INCOME (LOSS):		**(1,074,655)**	**(1,252,755)**	**(178,100)**	**17%**	**(1,007,932)**	**(843,975)**

Washington State Bar Association
Budget Comparison

OFFICE OF GENERAL COUNSEL

Cost Center	**FY27 FTE**	**6.4625**
OGC	**FY26 FTE**	**6.12**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40210	RECORDS REQUEST FEES	-	-	-		270	-
	44350	RECOVERY OF DISCIPLINE COSTS	-	-	-		-	1,000
	TOTAL REVENUE		**-**	**-**	**-**		**270**	**1,000**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	3,500	8,000	4,500	129%	3,799	2,669
	50110	STAFF CONFERENCE & TRAINING	10,250	8,050	(2,200)	-21%	363	5,705
	50120	STAFF MEMBERSHIP DUES	2,500	2,500	-	0%	1,625	2,004
	50140	SUPPLIES	-	150	150		104	-
	52240	DISABILITY ACCOMMODATIONS	2,500	2,500	-	0%	1,161	495
	54310	COURT REPORTERS	-	-	-		(179)	-
	54360	LITIGATION EXPENSES	1,000	500	(500)	-50%	287	-
	55419	COURT RULES COMMITTEE	1,000	1,000	-	0%	-	-
	55615	WILLS	1,000	1,000	-	0%	-	-
	55620	CUSTODIANSHIP	5,000	2,500	(2,500)	-50%	201	301
	TOTAL DIRECT EXPENSES		**26,750**	**26,200**	**(550)**	**-2%**	**7,362**	**11,173**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	718,300	772,271	53,972	8%	678,051	515,317
	51299	BENEFITS EXPENSE	187,732	195,377	7,644	4%	201,611	145,627
	51900	OTHER INDIRECT EXPENSE	210,741	210,421	(319)	0%	146,386	133,968
	TOTAL INDIRECT EXPENSES:		**1,116,772**	**1,178,069**	**61,297**	**5%**	**1,026,048**	**794,911**
	TOTAL ALL EXPENSES:		**1,143,522**	**1,204,269**	**60,747**	**5%**	**1,033,410**	**806,085**
	NET INCOME (LOSS):		**(1,143,522)**	**(1,204,269)**	**(60,747)**	**5%**	**(1,033,140)**	**(805,085)**

Washington State Bar Association
Budget Comparison

OFFICE OF GENERAL COUNSEL - DISCIPLINARY BOARD

Cost Center **FY27 FTE** **1.40**
OGCDB **FY26 FTE** **1.30**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		**-**	**-**	**-**		**-**	**-**
DIRECT EXPENSES:								
	50110	STAFF CONFERENCE & TRAINING	2,200	250	(1,950)	-89%	-	-
	50120	STAFF MEMBERSHIP DUES	100	100	-	0%	-	-
	54310	COURT REPORTERS	33,100	35,000	1,900	6%	25,922	37,310
	55310	DISCIPLINARY BOARD EXPENSES	3,000	3,000	-	0%	1,548	127
	55320	CHIEF HEARING OFFICER	41,200	41,200	-	0%	39,996	29,997
	55330	HEARING OFFICER EXPENSES	4,000	2,500	(1,500)	-38%	377	348
	55340	HEARING OFFICER TRAINING	1,000	2,500	1,500	150%	-	1,298
	55370	APPOINTED COUNSEL	50,645	52,200	1,555	3%	50,400	37,975
	55380	DISCIPLINARY SELECTION PANEL	1,000	500	(500)	-50%	-	-
	TOTAL DIRECT EXPENSES		**136,245**	**137,250**	**1,005**	**1%**	**118,243**	**107,054**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	128,774	150,717	21,943	17%	128,615	100,395
	51299	BENEFITS EXPENSE	37,003	34,898	(2,105)	-6%	39,935	29,773
	51900	OTHER INDIRECT EXPENSE	44,765	45,584	819	2%	30,678	28,479
	TOTAL INDIRECT EXPENSES:		**210,543**	**231,200**	**20,658**	**10%**	**199,228**	**158,647**
	TOTAL ALL EXPENSES:		**346,788**	**368,450**	**21,663**	**6%**	**317,472**	**265,701**
	NET INCOME (LOSS):		**(346,788)**	**(368,450)**	**(21,663)**	**6%**	**(317,472)**	**(265,701)**

Washington State Bar Association
Budget Comparison

PRACTICE OF LAW BOARD

Cost Center **FY27 FTE** **0.525**
PLB **FY26 FTE** **0.55**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		**-**	**-**	**-**		**-**	**-**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	200	200	-	0%	-	196
	55510	PRACTICE OF LAW BOARD	16,000	3,000	(13,000)	-81%	740	1,758
	TOTAL DIRECT EXPENSES		**16,200**	**3,200**	**(13,000)**	**-80%**	**740**	**1,954**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	63,145	78,102	14,958	24%	42,930	47,244
	51299	BENEFITS EXPENSE	16,771	20,804	4,033	24%	13,655	13,019
	51900	OTHER INDIRECT EXPENSE	18,939	17,094	(1,845)	-10%	10,644	12,074
	TOTAL INDIRECT EXPENSES:		**98,855**	**116,000**	**17,146**	**17%**	**67,229**	**72,336**
	TOTAL ALL EXPENSES:		**115,055**	**119,200**	**4,146**	**4%**	**67,969**	**74,290**
	NET INCOME (LOSS):		**(115,055)**	**(119,200)**	**(4,146)**	**4%**	**(67,969)**	**(74,290)**

Washington State Bar Association
Budget Comparison

PRACTICE MANAGEMENT ASSISTANCE

Cost Center	**FY27 FTE**	**1.28**						
PMA	**FY26 FTE**	**0.95**						
			FY2026 Budget	**FY2027 Budget**	**FY26 vs. FY27 Comparison**	**% Change**	**FY2025 Actuals**	**FY2026 Actuals YTD**
REVENUE:								
	40900	ROYALTIES	62,000	66,000	4,000	6%	68,618	68,634
	TOTAL REVENUE		**62,000**	**66,000**	**4,000**	**6%**	**68,618**	**68,634**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	2,500	1,500	(1,000)	-40%	265	906
	50110	STAFF CONFERENCE & TRAINING	2,400	2,500	100	4%	3,003	1,469
	50120	STAFF MEMBERSHIP DUES	295	295	-	0%	195	295
	50130	SUBSCRIPTIONS	-	500	500		-	-
	54645	LEGAL TECH TASK FORCE	3,500	-	(3,500)	-100%	2,750	-
	55250	VLEX FASTCASE	87,000	90,000	3,000	3%	84,568	87,812
	TOTAL DIRECT EXPENSES		**95,695**	**94,795**	**(900)**	**-1%**	**90,781**	**90,482**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	92,930	112,419	19,490	21%	91,575	68,575
	51299	BENEFITS EXPENSE	26,882	33,211	6,329	24%	28,732	21,230
	51900	OTHER INDIRECT EXPENSE	32,713	41,677	8,964	27%	22,311	20,737
	TOTAL INDIRECT EXPENSES:		**152,525**	**187,307**	**34,782**	**23%**	**142,618**	**110,541**
	TOTAL ALL EXPENSES:		**248,220**	**282,102**	**33,882**	**14%**	**233,399**	**201,023**
	NET INCOME (LOSS):		**(186,220)**	**(216,102)**	**(29,882)**	**16%**	**(164,781)**	**(132,390)**

Washington State Bar Association
Budget Comparison

PROFESSIONAL RESPONSIBILITY PROGRAM

Cost Center **FY27 FTE** **1.80**
PRP **FY26 FTE** **1.08**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		**-**	**-**	**-**		**-**	**-**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	4,000	3,500	(500)	-13%	1,083	1,432
	50110	STAFF CONFERENCE & TRAINING	2,400	2,200	(200)	-8%	2,347	-
	50120	STAFF MEMBERSHIP DUES	590	690	100	17%	590	590
	55610	CPE COMMITTEE	1,000	1,000	-	0%	286	753
	TOTAL DIRECT EXPENSES		**7,990**	**7,390**	**(600)**	**-8%**	**4,305**	**2,775**
INDIRECT EXPENSES:					-			
	51199	SALARY EXPENSE	143,536	179,064	35,528	25%	142,101	106,935
	51299	BENEFITS EXPENSE	36,061	76,669	40,608	113%	39,029	28,085
	51900	OTHER INDIRECT EXPENSE	37,190	58,609	21,419	58%	25,449	23,533
	TOTAL INDIRECT EXPENSES:		**216,787**	**314,342**	**97,556**	**45%**	**206,580**	**158,553**
	TOTAL ALL EXPENSES:		**224,777**	**321,732**	**96,956**	**43%**	**210,885**	**161,328**
	NET INCOME (LOSS):		**(224,777)**	**(321,732)**	**(96,956)**	**43%**	**(210,885)**	**(161,328)**

Washington State Bar Association
Budget Comparison

PUBLIC SERVICE PROGRAMS

Cost Center **FY27 FTE** **2.13**
PSP **FY26 FTE** **2.10**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40300	DONATIONS & GRANTS	132,635	118,317	(14,318)	-11%	134,832	132,639
	TOTAL REVENUE		**132,635**	**118,317**	**(14,318)**	**-11%**	**134,832**	**132,639**
DIRECT EXPENSES:								
	50037	MODERATE MEANS	-	-	-		250,352	(5,178)
	50100	STAFF TRAVEL/PARKING	2,000	1,700	(300)	-15%	445	66
	50110	STAFF CONFERENCE & TRAINING	3,200	2,500	(700)	-22%	1,654	669
	52110	PRO BONO & PUBLIC SERVICE COMMITTEE	3,500	9,000	5,500	157%	2,361	2,851
	54130	PRO BONO PROMOTION	4,000	500	(3,500)	-88%	2,127	-
	TOTAL DIRECT EXPENSES		**12,700**	**13,700**	**1,000**	**8%**	**256,939**	**(1,592)**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	187,614	193,131	5,517	3%	136,510	128,869
	51299	BENEFITS EXPENSE	50,197	60,347	10,150	20%	45,949	41,960
	51900	OTHER INDIRECT EXPENSE	72,313	69,354	(2,959)	-4%	38,347	42,902
	TOTAL INDIRECT EXPENSES:		**310,124**	**322,832**	**12,708**	**4%**	**220,806**	**213,731**
	TOTAL ALL EXPENSES:		**322,824**	**336,532**	**13,708**	**4%**	**477,745**	**212,139**
	NET INCOME (LOSS):		**(190,189)**	**(218,215)**	**(28,026)**	**15%**	**(342,913)**	**(79,500)**

Washington State Bar Association
Budget Comparison

PUBLICATION & DESIGN SERVICES

Cost Center **FY27 FTE** **0.89**
PUB **FY26 FTE** **0.89**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		-	-	-		-	-
DIRECT EXPENSES:								
	50130	SUBSCRIPTIONS	200	200	-	0%	88	-
	54026	IMAGE LIBRARY	4,800	4,800	-	0%	4,756	4,756
	TOTAL DIRECT EXPENSES		**5,000**	**5,000**	**-**	**0%**	**4,844**	**4,756**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	70,644	73,597	2,953	4%	81,302	54,012
	51299	BENEFITS EXPENSE	22,914	28,849	5,935	26%	26,149	18,304
	51900	OTHER INDIRECT EXPENSE	30,647	28,979	(1,668)	-5%	20,917	19,509
	TOTAL INDIRECT EXPENSES:		**124,205**	**131,425**	**7,220**	**6%**	**128,367**	**91,825**
	TOTAL ALL EXPENSES:		**129,205**	**136,425**	**7,220**	**6%**	**133,212**	**96,581**
	NET INCOME (LOSS):		**(129,205)**	**(136,425)**	**(7,220)**	**6%**	**(133,212)**	**(96,581)**

Washington State Bar Association
Budget Comparison

REGULATORY SERVICES FTE

Cost Center	**FY27 FTE**	**2.10**
RSD FTE	**FY26 FTE**	**2.00**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		**-**	**-**	**-**	**-**	**-**	**-**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	600	600	-	0%	864	216
	50110	STAFF CONFERENCE & TRAINING	11,500	13,800	2,300	20%	2,172	834
	50120	STAFF MEMBERSHIP DUES	490	490	-	0%	490	490
	TOTAL DIRECT EXPENSES		**12,590**	**14,890**	**2,300**	**18%**	**3,526**	**1,540**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	288,255	292,306	4,050	1%	300,342	210,361
	51299	BENEFITS EXPENSE	68,347	79,092	10,745	16%	81,381	52,951
	51900	OTHER INDIRECT EXPENSE	68,870	68,377	(493)	-1%	52,644	43,656
	TOTAL INDIRECT EXPENSES:		**425,472**	**439,774**	**14,303**	**3%**	**434,368**	**306,969**
	TOTAL ALL EXPENSES:		**438,062**	**454,664**	**16,603**	**4%**	**437,894**	**308,509**
	NET INCOME (LOSS):		**(438,062)**	**(454,664)**	**(16,603)**	**4%**	**(437,894)**	**(308,509)**

Washington State Bar Association
Budget Comparison

REGULATORY REFORM

Cost Center	**FY27 FTE**	**0.25**
RR	**FY26 FTE**	**0.85**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		**-**	**-**	**-**	**-**	**-**	**-**
DIRECT EXPENSES:								
	50033	CONSULTING SERVICES	25,000	35,000	10,000	40%	14,311	8,828
	50185	MEETING EXPENSE	2,000	-	(2,000)	-100%	2,098	-
	52691	OUTREACH EXPENSES	10,000	10,000	-	0%	-	-
	53282	SOFTWARE HOSTING	20,000	-	(20,000)	-100%	-	-
	TOTAL DIRECT EXPENSES		**57,000**	**45,000**	**(12,000)**	**-21%**	**16,409**	**8,828**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	110,346	37,247	(73,099)	-66%	155,273	86,186
	51299	BENEFITS EXPENSE	27,639	9,370	(18,269)	-66%	43,259	21,994
	51900	OTHER INDIRECT EXPENSE	29,270	8,140	(21,129)	-72%	28,992	18,553
	TOTAL INDIRECT EXPENSES:		**167,255**	**54,756**	**(112,498)**	**-67%**	**227,523**	**126,733**
	TOTAL ALL EXPENSES:		**224,255**	**99,756**	**(124,498)**	**-56%**	**243,933**	**135,561**
	NET INCOME (LOSS):		**(224,255)**	**(99,756)**	**124,498**	**-56%**	**(243,933)**	**(135,561)**

Washington State Bar Association
Budget Comparison

SECTIONS ADMINISTRATION

Cost Center **FY27 FTE** **2.53**
SECT **FY26 FTE** **2.53**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	48010	REIMBURSEMENTS FROM SECTIONS	275,000	275,000	-	0%	276,103	395,034
	TOTAL REVENUE		**275,000**	**275,000**	**-**	**0%**	**276,103**	**395,034**
DIRECT EXPENSES:								
	50100	STAFF TRAVEL/PARKING	1,900	2,000	100	5%	60	336
	50120	STAFF MEMBERSHIP DUES	-	-	-		60	-
	52540	SECTION/COMMITTEE CHAIR MTGS	500	400	(100)	-20%	89	148
	TOTAL DIRECT EXPENSES		**2,400**	**2,400**	**-**	**0%**	**209**	**484**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	174,309	180,803	6,494	4%	164,849	134,458
	51299	BENEFITS EXPENSE	61,514	91,308	29,793	48%	64,054	49,144
	51900	OTHER INDIRECT EXPENSE	87,120	82,378	(4,742)	-5%	60,273	55,388
	TOTAL INDIRECT EXPENSES:		**322,943**	**354,488**	**31,545**	**10%**	**289,176**	**238,990**
	TOTAL ALL EXPENSES:		**325,343**	**356,888**	**31,545**	**10%**	**289,385**	**239,474**
	NET INCOME (LOSS):		**(50,343)**	**(81,888)**	**(31,545)**	**63%**	**(13,283)**	**155,560**

Washington State Bar Association
Budget Comparison

TECHNOLOGY

Cost Center **FY27 FTE** **5.00**
TECH **FY26 FTE** **5.00**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	TOTAL REVENUE		-	-	-		-	-
DIRECT EXPENSES:								
	50033	CONSULTING SERVICES	1,019,797	960,000	(59,797)	-6%	318,690	561,659
	50100	STAFF TRAVEL/PARKING	1,000	1,000	-	0%	1,341	301
	50110	STAFF CONFERENCE & TRAINING	6,000	3,000	(3,000)	-50%	1,091	-
	50120	STAFF MEMBERSHIP DUES	410	300	(110)	-27%	-	-
	50160	TELEPHONE	90,000	95,000	5,000	6%	91,817	67,400
	55911	CLOUD INFRASTRUCTURE	130,000	130,000	-	0%	66,849	42,273
	56100	COMPUTER HARDWARE	65,000	80,000	15,000	23%	66,055	44,862
	56150	COMPUTER SOFTWARE	518,000	476,000	(42,000)	-8%	362,082	296,324
	56225	HARDWARE SERVICE & WARRANTIES	50,000	50,000	-	0%	41,848	16,380
	56230	SOFTWARE MAINT & LICENSING	470,000	450,000	(20,000)	-4%	362,502	426,325
	56550	THIRD PARTY SERVICES	177,600	180,000	2,400	1%	97,718	115,051
	56900	TRANSFER TO INDIRECT EXPENSES	(2,527,807)	(2,425,300)	102,507	-4%	(1,409,992)	(1,570,573)
	TOTAL DIRECT EXPENSES		-	-	-		**(0)**	**(0)**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	629,276	620,846	(8,431)	-1%	1,431,745	526,879
	51299	BENEFITS EXPENSE	158,341	170,302	11,961	8%	373,331	136,204
	51955	CAPITAL LABOR & OVERHEAD	-	-	-		(104,685)	(23,920)
	51900	OTHER INDIRECT EXPENSE	172,174	162,802	(9,372)	-5%	284,119	109,242
	TOTAL INDIRECT EXPENSES:		**959,791**	**953,950**	**(5,842)**	**-1%**	**1,984,511**	**748,405**
	TOTAL ALL EXPENSES:		**959,791**	**953,950**	**(5,842)**	**-1%**	**1,984,511**	**748,405**
	NET INCOME (LOSS):		**(959,791)**	**(953,950)**	**5,842**	**-1%**	**(1,984,511)**	**(748,405)**

VOLUNTEER ENGAGEMENT

Cost Center **FY27 FTE** **1.70**
VE **FY26 FTE** **1.70**

Washington State Bar Association
Budget Comparison

		FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:							
TOTAL REVENUE		-	-	-		-	-
DIRECT EXPENSES:							
50060	POSTAGE	600	600	-	0%	468	-
50110	STAFF CONFERENCE & TRAINING	4,500	2,000	(2,500)	-56%	3,554	2,953
50120	STAFF MEMBERSHIP DUES	385	500	115	30%	300	424
50130	SUBSCRIPTIONS	816	817	1	0%	881	744
52520	ABA DELEGATES	18,000	16,000	(2,000)	-11%	12,947	6,876
52521	VOLUNTEER RECOGNITION	2,000	2,000	-	0%	39	2,030
52522	WSBA REPRESENTATIVE	-	500	500		-	-
57450	REGULATORY SCHOOL	10,000	6,000	(4,000)	-40%	7,767	5,967
TOTAL DIRECT EXPENSES		**36,301**	**28,417**	**(7,884)**	**-22%**	**25,956**	**18,995**
INDIRECT EXPENSES:							
51199	SALARY EXPENSE	149,220	156,097	6,877	5%	116,711	111,799
51299	BENEFITS EXPENSE	45,777	50,611	4,834	11%	40,443	36,376
51900	OTHER INDIRECT EXPENSE	58,539	55,353	(3,186)	-5%	34,541	37,107
TOTAL INDIRECT EXPENSES:		**253,536**	**262,061**	**8,525**	**3%**	**191,695**	**185,282**
TOTAL ALL EXPENSES:		**289,837**	**290,478**	**641**	**0%**	**217,651**	**204,277**
NET INCOME (LOSS):		**(289,837)**	**(290,478)**	**(641)**	**0%**	**(217,651)**	**(204,277)**

ATTACHMENT B

Washington State Bar Association
Budget Comparison

CLE - PRODUCTS

Cost Center **FY27 FTE** **1.29**
CLEP **FY26 FTE** **1.29**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	41000	SHIPPING & HANDLING	210	-	(210)	-100%	117	36
	43200	COURSEBOOK SALES	3,500	3,500	-	0%	980	325
	43400	DIGITAL VIDEO SALES	875,000	900,000	25,000	3%	877,630	622,481
	TOTAL REVENUE		**878,710**	**903,500**	**24,790**	**3%**	**878,727**	**622,842**
DIRECT EXPENSES:								
	50034	IT EXPENSE DUE TO GF	179	-	(179)	-100%	-	89
	50120	STAFF MEMBERSHIP DUES	300	250	(50)	-17%	-	218
	52240	DISABILITY ACCOMMODATIONS	2,000	2,000	-	0%	-	149
	53220	COST OF SALES - COURSEBOOKS	300	-	(300)	-100%	69	27
	53260	OBSOLETE INVENTORY	-	-	-		-	-
	53255	CLE-EQUIP-DEPRECIATION	-	-	-		2,039	-
	53285	ONLINE PRODUCT HOSTING EXPENSES	54,000	30,000	(24,000)	-44%	47,861	17,867
	53330	POSTAGE & DELIVRY-COURSEBOOKS	200	-	(200)	-100%	59	28
	TOTAL DIRECT EXPENSES		**56,979**	**32,250**	**(24,729)**	**-43%**	**50,028**	**18,378**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	99,556	103,642	4,087	4%	103,349	80,767
	51299	BENEFITS EXPENSE	32,846	47,109	14,263	43%	35,415	27,034
	51900	OTHER INDIRECT EXPENSE	37,620	42,003	4,382	12%	30,230	24,748
	51936	FACILITY RESERVE REBATE	-	-	-		(1,532)	-
	TOTAL INDIRECT EXPENSES:		**170,023**	**192,754**	**22,731**	**13%**	**167,462**	**132,549**
TOTAL ALL EXPENSES:			**227,002**	**225,004**	**(1,998)**	**-1%**	**217,491**	**150,927**
NET INCOME (LOSS):			**651,708**	**678,496**	**26,788**	**4%**	**661,236**	**471,915**

Washington State Bar Association
Budget Comparison

CLE - SEMINARS

Cost Center **FY27 FTE** **6.37**
CLES **FY26 FTE** **6.66**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	41800	SEMINAR REGISTRATIONS	730,535	666,890	(63,645)	-9%	543,543	348,196
	41825	SEMINAR REVENUE-OTHER	32,500	35,500	3,000	9%	27,915	29,000
	41850	SEMINAR SPLITS W/ CLE	(150,000)	(135,000)	15,000	-10%	(100,979)	-
	TOTAL REVENUE		**613,035**	**567,390**	**(45,645)**	**-7%**	**470,479**	**377,196**
DIRECT EXPENSES:								
	50034	IT EXPENSE DUE TO GF	924	-	(924)	-100%	-	466
	50100	STAFF TRAVEL/PARKING	16,500	20,215	3,715	23%	10,336	6,822
	50110	STAFF CONFERENCE & TRAINING	3,700	2,200	(1,500)	-41%	-	-
	50120	STAFF MEMBERSHIP DUES	1,200	1,000	(200)	-17%	-	873
	50130	SUBSCRIPTIONS	1,300	800	(500)	-38%	-	796
	50140	SUPPLIES	1,000	1,000	-	0%	236	455
	52240	DISABILITY ACCOMMODATIONS	5,000	5,000	-	0%	-	2,063
	53610	COURSEBOOK PRODUCTION	150	150	-	0%	-	-
	53640	ACCREDITATION FEES	2,500	2,250	(250)	-10%	1,752	1,874
	53690	FACILITIES	175,000	189,900	14,900	9%	164,373	91,195
	53700	SPEAKERS & PROGRAM DEVELOP	45,700	49,200	3,500	8%	25,859	21,400
	53730	HONORARIUM	3,000	3,000	-	0%	-	-
	53740	CLE SEMINAR COMMITTEE	200	-	(200)	-100%	-	-
	TOTAL DIRECT EXPENSES		**256,174**	**274,715**	**18,541**	**7%**	**202,557**	**125,942**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	514,912	517,956	3,045	1%	503,823	395,041
	51299	BENEFITS EXPENSE	169,646	170,935	1,289	1%	179,815	135,675
	51900	OTHER INDIRECT EXPENSE	194,227	207,409	13,183	7%	158,619	128,091
	51936	FACILITY RESERVE REBATE	-	-			(7,969)	-
TOTAL INDIRECT EXPENSES:			**878,784**	**896,301**	**17,516**	**2%**	**834,288**	**658,807**
TOTAL ALL EXPENSES:			**1,134,958**	**1,171,016**	**36,057**	**3%**	**1,036,844**	**784,749**
NET INCOME (LOSS):			**(521,923)**	**(603,626)**	**(81,702)**	**16%**	**(566,365)**	**(407,553)**

Washington State Bar Association
Budget Comparison

DESKBOOKS

Cost Center **FY27 FTE** **1.75**
DESK **FY26 FTE** **1.75**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	43100	DESKBOOK SALES	5,120	10,000	4,880	95%	14,722	6,395
	43450	SECTION PUBLICATION SALES	-	-	-		90	105
	43455	LEXIS/NEXIS ROYALTIES	75,000	96,000	21,000	28%	67,020	33,430
	43525	CASEMAKER ROYALTIES	25,000	40,000	15,000	60%	38,162	21,659
	TOTAL REVENUE		**105,120**	**146,000**	**40,880**	**39%**	**119,994**	**61,589**
DIRECT EXPENSES:								
	50110	STAFF CONFERENCE & TRAINING	2,200	2,200	-	0%	678	1,914
	50120	STAFF MEMBERSHIP DUES	330	558	228	69%	285	218
	50130	SUBSCRIPTIONS	50	50	-	0%	-	-
	53210	COST OF SALES - DESKBOOKS	2,800	-	(2,800)	-100%	2,453	3,150
	53225	COST OF SALES - SECTION PUBLIC	-	-	-		(74)	-
	53260	OBSOLETE INVENTORY	118,700	-	(118,700)	-100%	48,248	65,597
	53270	DESKBOOK ROYALTIES	-	-	-		-	193
	53320	POSTAGE & DELIVRY-COURSEBOOKS	300	300	-	0%	-	21
	TOTAL DIRECT EXPENSES		**124,380**	**3,108**	**(121,272)**	**-98%**	**51,589**	**71,094**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	145,047	152,346	7,300	5%	180,204	111,036
	51299	BENEFITS EXPENSE	45,925	51,148	5,223	11%	52,319	36,519
	51900	OTHER INDIRECT EXPENSE	51,036	56,981	5,945	12%	41,485	33,722
	TOTAL INDIRECT EXPENSES:		**242,008**	**260,475**	**18,467**	**8%**	**274,008**	**181,278**
TOTAL ALL EXPENSES:			**366,387**	**263,583**	**(102,805)**	**-28%**	**325,596**	**252,371**
NET INCOME (LOSS):			**(261,267)**	**(117,583)**	**143,685**	**-55%**	**(205,602)**	**(190,782)**

ATTACHMENT C

Washington State Bar Association
Budget Comparison

CLIENT PROTECTION FUND

Cost Center **FY27 FTE** **1.23**
CPF **FY26 FTE** **1.23**

			FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40300	DONATIONS & GRANTS	-	-	-		2,000	7,039
	40500	INTEREST - INVESTMENTS	200,000	145,000	(55,000)	-28%	220,403	150,530
	44820	CPF RESTITUTION	10,000	10,000	-	0%	20,766	5,622
	44840	CPF MEMBER ASSESSMENTS	735,480	-	(735,480)	-100%	732,050	731,800
	TOTAL REVENUE		**945,480**	**155,000**	**(790,480)**	**-84%**	**975,219**	**894,991**
DIRECT EXPENSES:								
	50020	BANK FEES	500	500	-	0%	(3,317)	(224)
	50110	STAFF CONFERENCE & TRAINING	4,400	4,400	-	0%	-	1,519
	50120	STAFF MEMBERSHIP DUES	200	200	-	0%	200	200
	54400	TRANSLATION SERVICES	-	5,000	5,000		-	-
	54810	GIFTS TO INJURED CLIENTS	500,000	500,000	-	0%	249,483	45,050
	54820	CPF BOARD	2,000	1,500	(500)	-25%	553	933
	TOTAL DIRECT EXPENSES		**507,100**	**511,600**	**4,500**	**1%**	**246,919**	**47,478**
INDIRECT EXPENSES:								
	51199	SALARY EXPENSE	117,501	116,408	(1,093)	-1%	116,232	88,560
	51299	BENEFITS EXPENSE	34,425	42,548	8,124	24%	36,854	27,390
	51900	OTHER INDIRECT EXPENSE	42,355	40,049	(2,306)	-5%	28,935	26,909
	51936	FACILITY RESERVE REBATE	-	-			(1,461)	-
	TOTAL INDIRECT EXPENSES:		**194,280**	**199,005**	**4,725**	**2.4%**	**180,560**	**142,859**
TOTAL ALL EXPENSES:			**701,380**	**710,605**	**9,225**	**1%**	**427,479**	**190,337**
NET INCOME (LOSS):			**244,100**	**(555,605)**	**(799,705)**	**-328%**	**547,740**	**704,653**

ATTACHMENT D

Washington State Bar Association

All Sections
Cost Center
SECTOPS

		FY2026 Budget	FY2027 Budget	FY26 vs. FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:							
48200	SECTION DUES	341,573	363,034	21,461	6%	435,406	492,485
48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	109,570	85,393	(24,177)	-22%	(2,543)	144,288
41855	CLE SECTION SPLITS PROJECTIONS	-	-	-		-	-
40500	INTEREST INCOME	-	-	-		91,075	-
40800	PUBLICATIONS REVENUE	1,250	1,250	-	0%	2,798	322
	OTHER	43,073	33,174	(9,899)	-23%	50,969	32,640
	SEMINAR PROFIT SHARE	157,850	86,870	(70,980)	-45%	126,047	1,498
TOTAL REVENUE		**653,316**	**569,721**	**(83,595)**	**-13%**	**703,753**	**671,233**
DIRECT EXPENSES:							
	DIRECT EXPENSES OF SECTION ACTIVITIES	810,582	882,180	71,598	9%	386,784	323,109
	REIMBURSEMENT TO WSBA FOR INDIRECT EXPENSES	280,539	271,083	(9,457)	-3%	276,103	395,034
TOTAL DIRECT EXPENSES		**1,091,121**	**1,153,263**	**62,141**	**6%**	**662,887**	**718,144**
NET INCOME (LOSS):		**(437,806)**	**(583,542)**	**(145,736)**	**33%**	**40,866**	**(46,911)**

Washington State Bar Association
Section Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
SACPU		**ANTITRUST, CONSUMER PROTECTION & UNFAIR BUSINESS PRACTICES SECTION**						
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		2,873	-
	41805	MINI-CLE REVENUE	240	240	-	0%	195	2,678
	48200	SECTION DUES REVENUE	3,656	4,125	469	13%	5,400	5,525
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,153	914	(239)	-21%	(114)	1,762
		TOTAL SECTION DUES REVENUE	**4,809**	**5,039**	**230**	**5%**	**5,286**	**7,287**
	TOTAL REVENUE		**5,049**	**5,279**	**230**	**5%**	**8,354**	**9,965**
DIRECT EXPENSES:								
	58300	EXECUTIVE COMMITTEE EXPENSES	750	750	-	0%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	500	500	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	100	100	-	0%	-	-
	58400	PER MEMBER CHARGE	2,742	3,094	352	13%	3,985	4,144
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	851	686	(165)	-19%	(80)	1,302
		TOTAL PER MEMBER CHARGE	**3,593**	**3,779**	**186**	**5%**	**3,905**	**5,445**
	58450	RECEPTION/FORUM EXPENSE	690	690	-	0%	-	1,500
	58525	SCHOLARSHIPS/DONATIONS/GRANT	6,000	6,000	-	0%	-	-
	58615	LAW SCHOOL OUTREACH	1,000	1,000	-	0%	452	500
	58620	MINI-CLE EXPENSE	2,000	2,000	-	0%	12	368
	58625	SEMINAR EXPENSE - SECTIONS	13,000	13,000	-	0%	-	4,594
	TOTAL DIRECT EXPENSES		**27,633**	**27,819**	**186**	**1%**	**4,368**	**12,407**
	NET INCOME (LOSS):		**(22,584)**	**(22,540)**	**44**	**0%**	**3,985**	**(2,443)**
	NEW FUND BALANCE:		**47,046**	**24,505**	**(22,540)**	**-48%**	**69,630**	**67,187**

Washington State Bar Association
Section Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
SADM		**ADMINISTRATIVE LAW SECTION**						
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		2,253	-
	40800	PUBLICATIONS REVENUE	1,250	1,250	-	0%	2,798	322
	41805	MINI-CLE REVENUE	3,750	3,310	(440)	-12%	3,310	2,895
	48200	SECTION DUES REVENUE	5,175	5,558	383	7%	7,050	7,699
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,763	1,294	(469)	-27%	1	2,350
		TOTAL SECTION DUES REVENUE	**6,938**	**6,851**	**(86)**	**-19%**	**7,051**	**10,049**
	TOTAL REVENUE		**11,938**	**11,411**	**(526)**	**-4%**	**15,413**	**13,266**
DIRECT EXPENSES:								
	58175	AWARDS	200	225	25	13%	-	158
	58325	LDSHIP/PROF DEVELOP/RETREATS	13,500	14,000	500	4%	-	10,373
	58350	MEMBERSHIP & RECRUITING EXP	500	-	(500)	-100%	-	-
	58375	NEWSLETTER/PUBLICATION EXPENSE	1,200	3,000	1,800	150%	-	1,712
	58400	PER MEMBER CHARGE	3,234	3,473	239	7%	4,336	4,819
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,084	809	(276)	-25%	5	1,447
		TOTAL PER MEMBER CHARGE	**4,319**	**4,282**	**(36)**	**-1%**	**4,341**	**6,266**
	58450	RECEPTION/FORUM EXPENSE	2,700	2,700	-	0%	185	513
	58525	SCHOLARSHIPS/DONATIONS/GRANT	5,000	10,000	5,000	100%	-	10,000
	58620	MINI-CLE EXPENSE	1,100	500	(600)	-55%	244	348
	TOTAL DIRECT EXPENSES		**28,519**	**34,707**	**6,189**	**22%**	**4,770**	**29,370**
	NET INCOME (LOSS):		**(16,581)**	**(23,296)**	**(6,715)**	**40%**	**10,643**	**(16,103)**
	NEW FUND BALANCE:		**41,779**	**18,483**	**(23,296)**	**-56%**	**58,360**	**42,257**

Washington State Bar Association
Section Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
SANIM	**ANIMAL LAW SECTION**							
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		560	-
	41805	MINI-CLE REVENUE	250	-	(250)	-100%	-	-
	48200	SECTION DUES REVENUE	1,406	1,500	94	7%	1,900	2,075
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	494	352	(142)	-29%	3	634
		TOTAL SECTION DUES REVENUE	**1,900**	**1,852**	**(48)**	**-3%**	**1,903**	**2,709**
	TOTAL REVENUE		**2,150**	**1,852**	**(298)**	**-14%**	**2,463**	**2,709**
DIRECT EXPENSES:								
	58300	EXECUTIVE COMMITTEE EXPENSES	570	570	-	0%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	960	960	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	10	10	-	0%	-	-
	58400	PER MEMBER CHARGE	1,055	1,125	70	7%	1,402	1,556
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	364	264	(101)	-28%	4	469
		TOTAL PER MEMBER CHARGE	**1,419**	**1,389**	**(30)**	**-2%**	**1,406**	**2,025**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	-	2,000	2,000		-	-
	58620	MINI-CLE EXPENSE	390	390	-	0%	-	-
	TOTAL DIRECT EXPENSES		**3,349**	**5,319**	**1,970**	**59%**	**1,406**	**2,025**
	NET INCOME (LOSS):		**(1,199)**	**(3,467)**	**(2,268)**	**189%**	**1,057**	**685**
	NEW FUND BALANCE:		**12,506**	**9,039**	**(3,467)**	**-28%**	**13,706**	**14,390**

Washington State Bar Association
Section Budget Comparison

SBUS	BUSINESS LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		3,007	-
	41805	MINI-CLE REVENUE	675	-	(675)	-100%	-	2,295
	41850	SEMINAR SPLITS W/ CLE	4,000	175	(3,825)	-96%	6,623	-
	48200	SECTION DUES REVENUE	30,975	29,164	(1,811)	-6%	28,693	40,270
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	7,454	7,744	289	4%	155	9,616
		TOTAL SECTION DUES REVENUE	**38,429**	**36,908**	**(1,522)**	**-4%**	**28,848**	**49,886**
	TOTAL REVENUE		**43,104**	**37,083**	**(6,022)**	**-14%**	**38,478**	**52,181**
DIRECT EXPENSES:								
	58125	ANNUAL OR OTHER MEETING EXPENS	1,500	2,000	500	33%	-	-
	58175	AWARDS	500	-	(500)	-100%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	10,000	10,000	-	0%	9,048	10,032
	58325	LDSHIP/PROF DEVELOP/RETREATS	900	-	(900)	-100%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	5,000	7,900	2,900	58%	7,069	934
	58375	NEWSLETTER/PUBLICATION EXPENSE	1,000	-	(1,000)	-100%	-	-
	58400	PER MEMBER CHARGE	16,594	15,623	(970)	-6%	21,181	21,600
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	5,502	4,148	(1,354)	-25%	132	7,104
		TOTAL PER MEMBER CHARGE	**22,096**	**19,772**	**(2,324)**	**-11%**	**21,313**	**28,704**
	58450	RECEPTION/FORUM EXPENSE	1,000	1,000	-	0%	-	-
	58500	NEW MEMBER OUTREACH	1,000	-	(1,000)	-100%	-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	5,000	5,000	-	0%	-	-
	58550	SECTION COMMITTEE EXPENSE	6,000	6,000	-	0%	4,155	6,026
	58600	SECTION SPECIAL PROJECTS	-	1,000	1,000		-	-
	58615	LAW SCHOOL OUTREACH	1,000	-	(1,000)	-100%	381	-
	58620	MINI-CLE EXPENSE	2,000	2,000	-	0%	560	12
	58625	SEMINAR EXPENSE - SECTIONS	5,000	5,000	-	0%	-	-
	TOTAL DIRECT EXPENSES		**61,996**	**59,672**	**(2,324)**	**-4%**	**42,525**	**45,708**
	NET INCOME (LOSS):		**(18,892)**	**(22,589)**	**(3,698)**	**20%**	**(4,047)**	**6,473**
	NEW FUND BALANCE:		**50,594**	**28,004**	**(22,589)**	**16%**	**68,035**	**75,958**

Washington State Bar Association
Section Budget Comparison

SCD	CREDITOR DEBTOR RIGHTS SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		2,343	-
	41850	SEMINAR SPLITS W/ CLE	1,500	1,750	250	17%	1,917	-
	48200	SECTION DUES REVENUE	10,500	10,500	-	0%	14,070	14,455
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	3,979	2,625	(1,354)	-34%	144	4,738
		TOTAL SECTION DUES REVENUE	**14,479**	**13,125**	**(1,354)**	**-9%**	**14,214**	**19,193**
	TOTAL REVENUE		**15,979**	**14,875**	**(1,104)**	**-7%**	**18,474**	**19,193**
DIRECT EXPENSES:								
	58300	EXECUTIVE COMMITTEE EXPENSES	1,000	3,500	2,500	250%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	1,000	1,000	-	0%	-	-
	58375	NEWSLETTER/PUBLICATION EXPENSE	300	-	(300)	-100%	-	-
	58400	PER MEMBER CHARGE	5,625	5,625	-	0%	7,417	7,744
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	2,098	1,406	(691)	-33%	102	2,506
		TOTAL PER MEMBER CHARGE	**7,723**	**7,031**	**(691)**	**-9%**	**7,519**	**10,250**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	10,000	10,000	-	0%	5,000	10,000
	58625	SEMINAR EXPENSE - SECTIONS	2,000	1,000	(1,000)	-50%	-	-
	TOTAL DIRECT EXPENSES		**22,023**	**22,531**	**509**	**2%**	**12,519**	**20,250**
	NET INCOME (LOSS):		**(6,044)**	**(7,656)**	**(1,612)**	**27%**	**5,955**	**(1,057)**
	NEW FUND BALANCE:		**52,082**	**44,426**	**(7,656)**	**-15%**	**58,126**	**57,069**

Washington State Bar Association
Section Budget Comparison

SCON	CONSTRUCTION LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		3,508	-
	41875	SEMINAR SPLITS W/ OTHERS	7,500	7,500	-	0%	13,457	1,498
	48200	SECTION DUES REVENUE	8,906	9,094	188	2%	11,775	12,575
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	2,994	2,227	(767)	-26%	31	3,935
		TOTAL SECTION DUES REVENUE	**11,900**	**11,320**	**(580)**	**-5%**	**11,806**	**16,510**
	TOTAL REVENUE		**19,400**	**18,820**	**(580)**	**-3%**	**28,771**	**18,008**
DIRECT EXPENSES:								
	58125	ANNUAL OR OTHER MEETING EXPENS	1,000	1,000	-	0%	-	-
	58175	AWARDS	1,000	-	(1,000)	-100%	183	-
	58300	EXECUTIVE COMMITTEE EXPENSES	1,500	1,500	-	0%	513	448
	58315	HONORARIUM	500	500	-	0%	-	133
	58325	LDSHIP/PROF DEVELOP/RETREATS	1,500	2,500	1,000	67%	-	1,024
	58350	MEMBERSHIP & RECRUITING EXP	500	500	-	0%	46	314
	58375	NEWSLETTER/PUBLICATION EXPENSE	1,500	1,500	-	0%	1,063	539
	58400	PER MEMBER CHARGE	6,680	6,820	141	2%	8,690	9,431
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	2,210	1,670	(540)	-24%	33	2,908
		TOTAL PER MEMBER CHARGE	**8,889**	**8,490**	**(399)**	**-22%**	**8,723**	**12,339**
	58450	RECEPTION/FORUM EXPENSE	8,000.0	8,000	-	0%	2,199	450
	58525	SCHOLARSHIPS/DONATIONS/GRANT	5,000.0	7,500	2,500	50%	-	-
	58600	SECTION SPECIAL PROJECTS	1,000.0	1,000	-	0%	-	-
	58620	MINI-CLE EXPENSE	1,000.0	1,000	-	0%	-	-
	58625	SEMINAR EXPENSE - SECTIONS	1,500.0	2,500	1,000	67%	-	1,766
	TOTAL DIRECT EXPENSES		**32,889**	**35,990**	**3,101**	**9%**	**12,726**	**17,014**
	NET INCOME (LOSS):		**(13,489)**	**(17,170)**	**(3,681)**	**27%**	**16,045**	**994**
	NEW FUND BALANCE:		**77,340**	**60,170**	**(17,170)**	**-22%**	**90,379**	**91,824**

Washington State Bar Association
Section Budget Comparison

SCRIM	CRIMINAL LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		5,091	-
	41850	SEMINAR SPLITS W/ CLE	6,500.00	850	(5,650)	-87%	7,912	-
	48200	SECTION DUES REVENUE	7,672.50	7,313	(360)	-5%	9,870	11,479
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	2,752.50	1,918	(834)	-30%	102	3,324
		TOTAL SECTION DUES REVENUE	**10,425**	**9,231**	**(1,194)**	**-35%**	**9,972**	**14,803**
	TOTAL REVENUE		**16,925**	**10,081**	**(6,844)**	**-40%**	**22,975**	**14,803**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	160.00	160	-	0%	-	-
	58125	ANNUAL OR OTHER MEETING EXPENS	1,500.00	-	(1,500)	-100%	2,079	-
	58300	EXECUTIVE COMMITTEE EXPENSES	1,500.00	1,500	-	0%	744	2,468
	58305	EXECUTIVE COMM EXP - OTHER	1,000.00	-	(1,000)	-100%	-	944
	58325	LDSHIP/PROF DEVELOP/RETREATS	4,000.00	4,000	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	1,000.00	-	(1,000)	-100%	-	-
	58400	PER MEMBER CHARGE	4,795.31	5,484	689	14%	6,070	7,181
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,693.07	1,199	(494)	-29%	71	2,047
		TOTAL PER MEMBER CHARGE	**6,488**	**6,683**	**195**	**-15%**	**6,141**	**9,228**
	58450	RECEPTION/FORUM EXPENSE	2,500.00	-	(2,500)	-100%	-	-
	58500	NEW MEMBER OUTREACH	500.00	500	-	0%	-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	4,000.00	500	(3,500)	-88%	-	-
	58615	LAW SCHOOL OUTREACH	1,500.00	1,500	-	0%	-	-
	58620	MINI-CLE EXPENSE	1,000.00	-	(1,000)	-100%	-	-
	58625	SEMINAR EXPENSE - SECTIONS	7,500.00	500	(7,000)	-93%	-	-
	58675	WEBSITE EXPENSES	500.00	-	(500)	-100%	-	-
	TOTAL DIRECT EXPENSES		**33,148**	**15,343**	**(17,805)**	**-54%**	**8,964**	**12,640**
	NET INCOME (LOSS):		**(16,223)**	**(5,263)**	**10,961**	**-68%**	**14,011**	**2,163**
	NEW FUND BALANCE:		**110,631**	**105,368**	**(5,263)**	**-5%**	**126,854**	**129,017**

Washington State Bar Association
Section Budget Comparison

SCRL	CIVIL RIGHTS LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		935	-
	41805	MINI-CLE REVENUE	1,020.00	1,020	-	0%	920	880
	48200	SECTION DUES REVENUE	3,600.00	4,275	675	19%	4,860	6,289
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,174.22	900	(274)	-23%	(87)	1,591
		TOTAL SECTION DUES REVENUE	**4,774**	**5,175**	**401**	**-5%**	**4,773**	**7,880**
	TOTAL REVENUE		**5,794**	**6,195**	**401**	**7%**	**6,628**	**8,760**
DIRECT EXPENSES:								
	58175	AWARDS	610.00	610	-	0%	-	-
	58315	HONORARIUM	1,000.00	1,000	-	0%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	500.00	500	-	0%	-	-
	58400	PER MEMBER CHARGE	2,250.00	2,672	422	19%	2,989	3,938
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	722.32	563	(160)	-22%	(51)	979
		TOTAL PER MEMBER CHARGE	**2,972**	**3,234**	**262**	**-3%**	**2,937**	**4,917**
	58450	RECEPTION/FORUM EXPENSE	5,000.00	5,000	-	0%	-	-
	58615	LAW SCHOOL OUTREACH	210.00	210	-	0%	-	-
	58620	MINI-CLE EXPENSE	520.00	520	-	0%	360	112
	TOTAL DIRECT EXPENSES		**10,812**	**11,074**	**262**	**2%**	**3,297**	**5,029**
	NET INCOME (LOSS):		**(5,018)**	**(4,879)**	**139**	**-3%**	**3,331**	**3,731**
	NEW FUND BALANCE:		**18,660**	**13,780**	**(4,879)**	**-26%**	**23,678**	**27,409**

Washington State Bar Association
Section Budget Comparison

SCORP	CORPORATE COUNSEL SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		3,268	-
	41805	MINI-CLE REVENUE	10,000	-	(10,000)	-100%	6,480	-
	41850	SEMINAR SPLITS W/ CLE	750	3,000	2,250	300%	2,518	-
	41875	SEMINAR SPLITS W/ OTHERS	4,000	-	(4,000)	-100%	-	-
	48200	SECTION DUES REVENUE	14,400	22,388	7,988	55%	19,300	20,420
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	5,438	3,600	(1,838)	-34%	155	6,485
		TOTAL SECTION DUES REVENUE	**19,838**	**25,988**	**6,150**	**22%**	19,455	26,905
	TOTAL REVENUE		**34,588**	**28,988**	**(5,600)**	**-16%**	**31,720**	**26,905**
DIRECT EXPENSES:								
	58175	AWARDS	200	200	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	500	500	-	0%	-	422
	58325	LDSHIP/PROF DEVELOP/RETREATS	500	500	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	1,000	1,000	-	0%	-	753
	58400	PER MEMBER CHARGE	13,500	13,992	492	4%	17,804	19,144
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	5,061	3,375	(1,686)	-33%	161	5,988
		TOTAL PER MEMBER CHARGE	**18,561**	**17,367**	**(1,194)**	**-30%**	**17,965**	**25,132**
	58450	RECEPTION EXPENSE	500	10,000	9,500	1900%	-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	5,000	5,000	-	0%	-	-
	58620	MINI-CLE EXPENSE	10,000	5,000	(5,000)	-50%	8,693	-
	58625	SEMINAR EXPENSE - SECTIONS	500	500	-	0%	-	-
	TOTAL DIRECT EXPENSES		**36,761**	**40,067**	**3,306**	**9%**	**26,658**	**26,307**
	NET INCOME (LOSS):		**(2,173)**	**(11,080)**	**(8,906)**	**410%**	**5,062**	**598**
	NEW FUND BALANCE:		**77,288**	**66,208**	**(11,080)**	**-14%**	**79,461**	**80,059**

Washington State Bar Association
Section Budget Comparison

SDR	DISPUTE RESOLUTION SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		2,073	-
	41700	CONFERENCES & INSTITUTES	2,793	4,384	1,591	57%	4,384	-
	41805	MINI-CLE REVENUE	-	-	-		-	2,135
	48200	SECTION DUES REVENUE	7,691	8,400	709	9%	10,080	12,409
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	2,568	1,923	(645)	-25%	(22)	3,353
		TOTAL SECTION DUES REVENUE	**10,259**	**10,323**	**63**	**-16%**	**10,058**	**15,761**
	TOTAL REVENUE		**13,052**	**14,707**	**1,654**	**13%**	**16,514**	**17,896**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	110	110	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	950	950	-	0%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	6,500	6,500	-	0%	5,383	4,376
	58350	MEMBERSHIP & RECRUITING EXP	1,500	1,500	-	0%	-	-
	58400	PER MEMBER CHARGE	4,120	4,500	380	9%	5,314	6,656
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,354	1,030	(324)	-24%	(6)	1,769
		TOTAL PER MEMBER CHARGE	**5,474**	**5,530**	**56**	**-15%**	**5,308**	**8,425**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	3,600	3,600	-	0%	1,461	-
	58600	SECTION SPECIAL PROJECTS	1,500	2,500	1,000	67%	-	1,500
	58620	MINI-CLE EXPENSE	660	900	240	36%	112	696
	58625	SEMINAR EXPENSE - SECTIONS	5,000	7,000	2,000	40%	-	1,000
	58675	WEBSITE EXPENSES	250	250	-	0%	-	146
	TOTAL DIRECT EXPENSES		**25,544**	**28,840**	**3,296**	**13%**	**12,263**	**16,144**
	NET INCOME (LOSS):		**(12,492)**	**(14,133)**	**(1,641)**	**13%**	**4,251**	**1,752**
	NEW FUND BALANCE:		**38,433**	**24,300**	**(14,133)**	**-37%**	**50,925**	**52,677**

Washington State Bar Association
Section Budget Comparison

SELD	ELDER LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		5,223	-
	41850	SEMINAR SPLITS W/ CLE	6,800	7,625	825	12%	10,800	-
	48200	SECTION DUES REVENUE	15,724	16,800	1,076	7%	21,630	23,329
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	5,253	3,931	(1,322)	-25%	(95)	7,178
		TOTAL SECTION DUES REVENUE	**20,977**	**20,731**	**(246)**	**-18%**	**21,535**	**30,507**
	TOTAL REVENUE		**27,777**	**28,356**	**579**	**2%**	**37,558**	**30,507**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	170	170	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	1,500	1,500	-	0%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	5,000	5,000	-	0%	-	-
	58326	LEGISLATIVE/LOBBYINC	1,500	1,500	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	100	500	400	400%	-	-
	58400	PER MEMBER CHARGE	8,423	9,000	577	7%	11,402	12,506
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	2,770	2,106	(664)	-24%	(38)	3,788
		TOTAL PER MEMBER CHARGE	**11,193**	**11,106**	**(87)**	**-17%**	**11,364**	**16,294**
	58450	RECEPTION/FORUM EXPENSE	3,000	3,000	-	0%	22	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	25,000	25,000	-	0%	34,912	18,444
	58600	SECTION SPECIAL PROJECTS	2,500	2,500	-	0%	-	-
	58625	SEMINAR EXPENSE - SECTIONS	1,500	6,000	4,500	300%	-	-
	TOTAL DIRECT EXPENSES		**51,463**	**56,276**	**4,813**	**9%**	**46,298**	**34,738**
	NET INCOME (LOSS):		**(23,686)**	**(27,920)**	**(4,234)**	**18%**	**(8,739)**	**(4,231)**
	NEW FUND BALANCE:		**94,897**	**66,977**	**(27,920)**	**-29%**	**118,583**	**114,352**

Washington State Bar Association
Section Budget Comparison

SELU	ENVIRONMENTAL & LAND USE LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		3,378	-
	41805	MINI-CLE REVENUE	-	-	-		1,505	3,900
	41850	SEMINAR SPLITS W/ CLE	6,150	2,000	(4,150)	-67%	2,872	-
	48200	SECTION DUES REVENUE	22,500	23,100	600	3%	29,496	30,000
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	7,339	5,625	(1,714)	-23%	33	9,843
		TOTAL SECTION DUES REVENUE	**29,839**	**28,725**	**(1,114)**	**-21%**	**29,529**	**39,843**
	TOTAL REVENUE		**35,989**	**30,725**	**(5,264)**	**-15%**	**37,284**	**43,743**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	175	-	(175)	-100%	176	-
	58200	BREAKFAST/LUNCH/DINNER MTG EXP	-	1,000	1,000		-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	9,500	11,000	1,500	16%	4,804	10,278
	58305	EXECUTIVE COMM EXP - OTHER	-	500	500		313	-
	58400	PER MEMBER CHARGE	10,547	10,828	281	3%	13,635	14,063
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	3,373	2,637	(737)	-22%	24	4,553
		TOTAL PER MEMBER CHARGE	**13,920**	**13,465**	**(456)**	**-19%**	**13,659**	**18,615**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	5,000	10,000	5,000	100%	5,000	-
	58615	LAW SCHOOL OUTREACH	2,200	3,000	800	36%	1,188	1,417
	58620	MINI-CLE EXPENSE	500	500	-	0%	224	224
	58625	SEMINAR EXPENSE - SECTIONS	1,500	1,500	-	0%	-	1,274
	58675	WEBSITE EXPENSES	130	130	-	0%	126	-
	58750	SEMINAR SCHOLARSHIPS	2,000	4,000	2,000	100%	1,340	2,569
	TOTAL DIRECT EXPENSES		**34,925**	**45,095**	**10,169**	**29%**	**26,829**	**34,376**
	NET INCOME (LOSS):		**1,064**	**(14,370)**	**(15,434)**	**-1451%**	**10,455**	**9,367**
	NEW FUND BALANCE:		**85,826**	**71,456**	**(14,370)**	**-17%**	**84,762**	**94,128**

Washington State Bar Association
Section Budget Comparison

SFAM	FAMILY LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		9,893	-
	41850	SEMINAR SPLITS W/ CLE	23,900	15,200	(8,700)	-36%	10,150	-
	48200	SECTION DUES REVENUE	26,250	26,250	-	0%	34,773	39,219
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	8,677	6,563	(2,115)	-24%	81	11,618
		TOTAL SECTION DUES REVENUE	**34,927**	**32,813**	**(2,115)**	**-24%**	**34,854**	**50,837**
	TOTAL REVENUE		**58,827**	**48,013**	**(10,815)**	**-18%**	**54,897**	**50,837**
DIRECT EXPENSES:								
	58125	ANNUAL OR OTHER MEETING EXPENS	8,000	8,000	-	0%	419	-
	58150	ATTENDANCE AT BOG MEETINGS	2,000	2,000	-	0%	754	-
	58175	AWARDS	2,000	2,000	-	0%	1,760	-
	58300	EXECUTIVE COMMITTEE EXPENSES	2,000	2,000	-	0%	1,328	-
	58305	EXECUTIVE COMM EXP - OTHER	40,000	60,000	20,000	50%	50,275	39,026
	58350	MEMBERSHIP & RECRUITING EXP	10,000	10,000	-	0%	-	-
	58375	NEWSLETTER/PUBLICATION EXPENSE	5,000	5,000	-	0%	304	324
	58400	PER MEMBER CHARGE	14,063	14,063	-	0%	18,339	21,019
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	4,575	3,516	(1,059)	-23%	2	6,114
		TOTAL PER MEMBER CHARGE	**18,637**	**17,578**	**(1,059)**	**-23%**	**18,341**	**27,132**
	58450	RECEPTION/FORUM EXPENSE	2,000	2,000	-	0%	-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	30,000	30,000	-	0%	10,480	5,873
	58620	MINI-CLE EXPENSE	3,000	3,000	-	0%	-	-
	58625	SEMINAR EXPENSE - SECTIONS	5,000	5,000	-	0%	2,720	65
	TOTAL DIRECT EXPENSES		**127,637**	**146,578**	**18,941**	**15%**	**86,381**	**72,421**
	NET INCOME (LOSS):		**(68,810)**	**(98,566)**	**(29,756)**	**43%**	**(31,484)**	**(21,585)**
	NEW FUND BALANCE:		**148,354**	**49,788**	**(98,566)**	**-66%**	**217,164**	**195,579**

Washington State Bar Association
Section Budget Comparison

SHEA	HEALTH LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		3,088	-
	41805	MINI-CLE REVENUE	500	500	-	0%	1,155	540
	41850	SEMINAR SPLITS W/ CLE	-	500	500		702	-
	48200	SECTION DUES REVENUE	8,663	9,113	450	5%	7,880	12,080
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,911	2,166	254	13%	(39)	2,614
		TOTAL SECTION DUES REVENUE	**10,574**	**11,278**	**704**	**19%**	**7,841**	**14,694**
	TOTAL REVENUE		**11,074**	**12,278**	**1,204**	**11%**	**12,786**	**15,234**
DIRECT EXPENSES:								
	58300	EXECUTIVE COMMITTEE EXPENSES	2,000	2,000	-	0%	5,076	-
	58305	EXECUTIVE COMM EXP - OTHER	-	-	-		699	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	10,000	10,000	-	0%	-	8,376
	58375	NEWSLETTER/PUBLICATION EXPENSE	500	500	-	0%	-	-
	58400	PER MEMBER CHARGE	5,414	5,695	281	5%	7,269	7,556
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,763	1,354	(410)	-23%	(42)	2,409
		TOTAL PER MEMBER CHARGE	**7,177**	**7,049**	**(129)**	**-18%**	**7,227**	**9,965**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	2,500	2,500	-	0%	1,250	-
	58615	LAW SCHOOL OUTREACH	3,500	3,500	-	0%	2,050	1,191
	58620	MINI-CLE EXPENSE	400	400	-	0%	284	308
	58625	SEMINAR EXPENSE - SECTIONS	5,000	5,000	-	0%	32	-
	TOTAL DIRECT EXPENSES		**31,077**	**30,949**	**(129)**	**0%**	**16,619**	**19,840**
	NET INCOME (LOSS):		**(20,004)**	**(18,671)**	**1,333**	**11%**	**(3,833)**	**(4,606)**
	NEW FUND BALANCE:		**50,777**	**32,107**	**(18,671)**	**11%**	**70,781**	**66,175**

Washington State Bar Association
Section Budget Comparison

SIND	INDIAN LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		3,413	-
	41850	SEMINAR SPLITS W/ CLE	2,000	500	(1,500)	-75%	502	-
	41875	SEMINAR SPLITS W/ OTHERS	10,000	10,000	-	0%	11,612	-
	48200	SECTION DUES REVENUE	7,875	8,843	968	12%	10,650	11,760
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	2,456	1,969	(488)	-20%	(187)	3,488
		TOTAL SECTION DUES REVENUE	**10,331**	**10,811**	**480**	**-8%**	**10,463**	**15,248**
	TOTAL REVENUE		**22,331**	**21,311**	**(1,020)**	**-5%**	**25,991**	**15,248**
DIRECT EXPENSES:								
	58300	EXECUTIVE COMMITTEE EXPENSES	400	400	-	0%	-	-
	58315	HONORARIUM	600	-	(600)	-100%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	1,000	1,000	-	0%	549	-
	58375	NEWSLETTER/PUBLICATION EXPENSE	4,000	1,000	(3,000)	-75%	786	-
	58400	PER MEMBER CHARGE	4,922	5,527	605	12%	6,550	7,350
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,511	1,230	(280)	-19%	(108)	2,147
		TOTAL PER MEMBER CHARGE	**6,433**	**6,757**	**324**	**-6%**	**6,442**	**9,497**
	58450	RECEPTION EXPENSE	4,000	5,000	1,000	25%	-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	30,000	25,000	(5,000)	-17%	50,000	5,000
	TOTAL DIRECT EXPENSES		**46,433**	**39,157**	**(7,276)**	**-16%**	**57,777**	**14,497**
	NET INCOME (LOSS):		**(24,101)**	**(17,846)**	**6,256**	**-26%**	**(31,786)**	**751**
	NEW FUND BALANCE:		**40,359**	**22,513**	**(17,846)**	**-44%**	**64,460**	**65,211**

Washington State Bar Association
Section Budget Comparison

SINTL	INTERNATIONAL PRACTICE SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		1,955	-
	41805	MINI-CLE REVENUE	-	-	-		490	-
	48200	SECTION DUES REVENUE	5,513	5,644	131	2%	7,578	7,875
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	2,002	1,378	(624)	-31%	121	2,566
		TOTAL SECTION DUES REVENUE	**7,515**	**7,022**	**(493)**	**-29%**	**7,699**	**10,441**
	TOTAL REVENUE		**7,515**	**7,022**	**(493)**	**-7%**	**10,144**	**10,441**
DIRECT EXPENSES:								
	58125	ANNUAL OR OTHER MEETING EXPENS	3,000	6,000	3,000	100%	-	2,500
	58300	EXECUTIVE COMMITTEE EXPENSES	1,000	2,000	1,000	100%	-	524
	58400	PER MEMBER CHARGE	2,953	3,023	70	2%	4,004	4,219
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,056	738	(317)	-30%	56	1,353
		TOTAL PER MEMBER CHARGE	**4,009**	**3,762**	**(247)**	**-28%**	**4,059**	**5,572**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	6,000	7,500	1,500	25%	2,500	-
	58620	MINI-CLE EXPENSE	1,344	1,344	-	0%	224	572
	TOTAL DIRECT EXPENSES		**15,353**	**20,606**	**5,253**	**34%**	**6,783**	**9,168**
	NET INCOME (LOSS):		**(7,838)**	**(13,584)**	**(5,746)**	**73%**	**3,361**	**1,273**
	NEW FUND BALANCE:		**39,861**	**26,277**	**(13,584)**	**-34%**	**47,699**	**48,972**

Washington State Bar Association
Section Budget Comparison

SIP	INTELLECTUAL PROPERTY LAW SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		4,057	-
	41805	MINI-CLE REVENUE	700	700	-	0%	945	-
	41850	SEMINAR SPLITS W/ CLE	6,600	500	(6,100)	-92%	2,883	-
	48200	SECTION DUES REVENUE	14,063	14,625	563	4%	19,018	19,625
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	5,080	3,516	(1,564)	-31%	206	6,408
		TOTAL SECTION DUES REVENUE	**19,143**	**18,141**	**(1,002)**	**-27%**	**19,224**	**26,033**
	TOTAL REVENUE		**26,443**	**19,341**	**(7,102)**	**-27%**	**27,110**	**26,033**
DIRECT EXPENSES:								
	58175	AWARDS	100	100	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	500	500	-	0%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	500	500	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	800	800	-	0%	-	-
	58400	PER MEMBER CHARGE	10,547	10,969	422	4%	14,040	14,719
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	3,749	2,637	(1,112)	-30%	165	4,735
		TOTAL PER MEMBER CHARGE	**14,296**	**13,605**	**(691)**	**-26%**	**14,206**	**19,454**
	58450	RECEPTION/FORUM EXPENSE	8,000	8,000	-	0%	-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	15,000	15,000	-	0%	20,000	20,440
	58600	SECTION SPECIAL PROJECTS	2,000	2,000	-	0%	-	-
	58615	LAW SCHOOL OUTREACH	5,000	5,000	-	0%	-	-
	58620	MINI-CLE EXPENSE	1,500	1,500	-	0%	224	-
	58625	SEMINAR EXPENSE - SECTIONS	12,000	12,000	-	0%	-	-
	TOTAL DIRECT EXPENSES		**59,696**	**59,005**	**(691)**	**-1%**	**34,430**	**39,894**
	NET INCOME (LOSS):		**(33,253)**	**(39,665)**	**(6,411)**	**19%**	**(7,320)**	**(13,861)**
	NEW FUND BALANCE:		**58,607**	**18,942**	**(39,665)**	**-68%**	**91,861**	**78,000**

Washington State Bar Association
Section Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
SJUV	**JUVENILE LAW SECTION**							
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		974	-
	41805	MINI-CLE REVENUE	525	1,500	975	186%	8,120	2,910
	48200	SECTION DUES REVENUE	5,250	6,300	1,050	20%	7,455	8,979
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,147	1,313	166	14%	(682)	2,258
		TOTAL SECTION DUES REVENUE	**6,397**	**7,613**	**1,216**	**34%**	**6,773**	**11,236**
	TOTAL REVENUE		**6,922**	**9,113**	**2,191**	**32%**	**15,867**	**14,146**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	165	165	-	0%	175	-
	58300	EXECUTIVE COMMITTEE EXPENSES	125	125	-	0%	-	-
	58315	HONORARIUM	900	900	-	0%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	2,000	7,000	5,000	250%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	1,500	1,500	-	0%	1,205	516
	58400	PER MEMBER CHARGE	2,813	3,375	563	20%	3,930	4,819
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	605	703	99	16%	(357)	1,191
		TOTAL PER MEMBER CHARGE	**3,417**	**4,078**	**661**	**36%**	**3,573**	**6,010**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	2,500	2,500	-	0%	99	-
	58620	MINI-CLE EXPENSE	1,000	1,000	-	0%	272	172
	TOTAL DIRECT EXPENSES		**11,607**	**17,268**	**5,661**	**49%**	**5,324**	**6,697**
	NET INCOME (LOSS):		**(4,685)**	**(8,156)**	**(3,470)**	**74%**	**10,543**	**7,449**
	NEW FUND BALANCE:		**23,526**	**15,371**	**(8,156)**	**-35%**	**28,212**	**35,661**

Washington State Bar Association
Section Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
SLAMP	**LEGAL ASSISTANCE TO MILITARY PERSONNEL SECTION**							
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		870	-
	41805	MINI-CLE REVENUE	320	320	-	0%	-	1,577
	48200	SECTION DUES REVENUE	1,969	2,048	79	4%	2,065	2,765
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	659	492	(167)	-25%	75	713
		TOTAL SECTION DUES REVENUE	**2,628**	**2,540**	**(88)**	**-21%**	**2,140**	**3,478**
	TOTAL REVENUE		**2,948**	**2,860**	**(88)**	**-3%**	**3,010**	**5,055**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	10	10	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	70	70	-	0%	777	-
	58350	MEMBERSHIP & RECRUITING EXP	-	1,000	1,000		-	724
	58400	PER MEMBER CHARGE	1,055	1,097	42	4%	1,089	1,481
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	347	264	(84)	-24%	40	376
		TOTAL PER MEMBER CHARGE	**1,402**	**1,361**	**(42)**	**-20%**	**1,129**	**1,858**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	-	1,000	1,000		-	1,000
	58620	MINI-CLE EXPENSE	310	1,000	690	223%	-	672
	TOTAL DIRECT EXPENSES		**1,792**	**4,441**	**2,648**	**148%**	**1,906**	**4,253**
	NET INCOME (LOSS):		**1,156**	**(1,581)**	**(2,737)**	**-237%**	**1,104**	**802**
	NEW FUND BALANCE:		**22,178**	**20,597**	**(2,737)**	**-12%**	**21,022**	**21,824**

Washington State Bar Association
Section Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
SLCP	**LIQUOR, CANNABIS, AND PSYCHEDELICS SECTION**							
REVENUE:								
	41805	MINI-CLE REVENUE	800	800	-	0%	-	700
	48200	SECTION DUES REVENUE	1,406	1,594	188	13%	1,700	2,425
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	479	352	(127)	-27%	(3)	566
		TOTAL SECTION DUES REVENUE	**1,885**	**1,945**	**61**	**-13%**	**1,697**	**2,991**
	TOTAL REVENUE		**2,685**	**2,745**	**61**	**2%**	**1,697**	**3,691**
DIRECT EXPENSES:								
	58300	EXECUTIVE COMMITTEE EXPENSES	700	700	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	100	100	-	0%	-	-
	58400	PER MEMBER CHARGE	1,055	1,195	141	13%	1,255	1,819
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	353	264	(90)	-25%	(2)	418
		TOTAL PER MEMBER CHARGE	**1,408**	**1,459**	**51**	**-12%**	**1,253**	**2,236**
	58620	MINI-CLE EXPENSE	200	200	-	0%	-	24
	TOTAL DIRECT EXPENSES		**2,408**	**2,459**	**51**	**2%**	**1,253**	**2,260**
	NET INCOME (LOSS):		**277**	**286**	**10**	**3%**	**444**	**1,430**
	NEW FUND BALANCE:		**7,433**	**7,720**	**286**	**4%**	**6,868**	**8,587**

Washington State Bar Association
Section Budget Comparison

SLB	LOW BONO SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		1,244	-
	41805	MINI-CLE REVENUE	6,000	3,000	(3,000)	-50%	6,625	2,380
	48200	SECTION DUES REVENUE	1,800	2,250	450	25%	3,810	3,319
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	565	450	(115)	-20%	(352)	1,153
		TOTAL SECTION DUES REVENUE	**2,365**	**2,700**	**335**	**5%**	**3,458**	**4,471**
	TOTAL REVENUE		**8,365**	**5,700**	**(2,665)**	**-32%**	**11,327**	**6,851**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	-	200	200		-	-
	58125	ANNUAL OR OTHER MEETING EXPENS	2,000	2,000	-	0%	-	-
	58150	ATTENDANCE AT BOG MEETINGS	100	100	-	0%	-	-
	58175	AWARDS	-	1,000	1,000		-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	200	1,000	800	400%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	2,000	2,000	-	0%	1,229	712
	58350	MEMBERSHIP & RECRUITING EXP	500	-	(500)	-100%	-	-
	58400	PER MEMBER CHARGE	1,125	1,406	281	25%	2,343	2,081
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	347	281	(66)	-19%	(215)	710
		TOTAL PER MEMBER CHARGE	**1,472**	**1,688**	**215**	**6%**	**2,129**	**2,791**
	58500	NEW MEMBER OUTREACH	200	-	(200)	-100%	-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	100	1,000	900	900%	-	-
	58600	SECTION SPECIAL PROJECTS	200	200	-	0%	-	-
	58620	MINI-CLE EXPENSE	1,500	500	(1,000)	-67%	896	448
	TOTAL DIRECT EXPENSES		**8,272**	**9,688**	**1,415**	**17%**	**4,253**	**3,951**
	NET INCOME (LOSS):		**92**	**(3,988)**	**(4,080)**	**-4412%**	**7,074**	**2,901**
	NEW FUND BALANCE:		**32,927**	**28,939**	**(3,988)**	**-12%**	**32,834**	**35,735**

Washington State Bar Association
Section Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
SLE	**LABOR & EMPLOYMENT LAW SECTION**							
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		5,313	-
	41805	MINI-CLE REVENUE	300	200	(100)	-33%	70	630
	41850	SEMINAR SPLITS W/ CLE	19,250	15,475	(3,775)	-20%	15,798	-
	48200	SECTION DUES REVENUE	25,331	28,035	2,704	11%	29,850	37,195
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	7,266	6,333	(933)	-13%	(167)	9,894
		TOTAL SECTION DUES REVENUE	**32,597**	**34,368**	**1,771**	**-2%**	**29,683**	**47,089**
	TOTAL REVENUE		**52,147**	**50,043**	**(2,104)**	**-4%**	**50,863**	**47,719**
DIRECT EXPENSES:								
	50070	PRINTING & COPYING	200	200	-	0%	-	-
	50165	CONFERENCE CALLS	170	-	(170)	-100%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	2,000	3,000	1,000	50%	711	1,545
	58315	HONORARIUM	1,000	-	(1,000)	-100%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	10,000	5,000	(5,000)	-50%	4,111	3,269
	58400	PER MEMBER CHARGE	13,570	15,019	1,448	11%	18,358	19,969
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	4,469	3,393	(1,077)	-24%	(85)	6,091
		TOTAL PER MEMBER CHARGE	**18,039**	**18,411**	**372**	**-13%**	**18,273**	**26,060**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	22,500	22,500	-	0%	7,500	15,000
	58615	LAW SCHOOL OUTREACH	1,000	2,000	1,000	100%	-	-
	58620	MINI-CLE EXPENSE	11,000	5,000	(6,000)	-55%	112	112
	58625	SEMINAR EXPENSE - SECTIONS	3,000	5,000	2,000	67%	3,961	3,204
	TOTAL DIRECT EXPENSES		**68,909**	**61,111**	**(7,798)**	**-11%**	**34,668**	**49,190**
	NET INCOME (LOSS):		**(16,763)**	**(11,069)**	**5,694**	**-34%**	**16,195**	**(1,471)**
	NEW FUND BALANCE:		**116,411**	**105,342**	**(11,069)**	**-10%**	**133,173**	**131,702**

Washington State Bar Association
Section Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
SLGBT	**LGBT LAW SECTION**							
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		710	-
	41805	MINI-CLE REVENUE	200	200	-	0%	1,635	300
	48200	SECTION DUES REVENUE	2,700	2,475	(225)	-8%	3,738	4,369
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	825	675	(150)	-18%	(102)	1,212
		TOTAL SECTION DUES REVENUE	**3,525**	**3,150**	**(375)**	**-27%**	**3,636**	**5,581**
	TOTAL REVENUE		**3,725**	**3,350**	**(375)**	**-10%**	**5,982**	**5,881**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	150	150	-	0%	-	-
	58125	ANNUAL OR OTHER MEETING EXPENS	200	200	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	200	200	-	0%	-	-
	58315	HONORARIUM	500	500	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	2,500	2,500	-	0%	1,455	102
	58400	PER MEMBER CHARGE	1,688	1,547	(141)	-8%	2,306	2,738
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	513	422	(91)	-18%	(62)	748
		TOTAL PER MEMBER CHARGE	**2,201**	**1,969**	**(232)**	**-26%**	**2,244**	**3,486**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	1,000	1,000	-	0%	-	-
	58615	LAW SCHOOL OUTREACH	1,000	1,000	-	0%	18	-
	58620	MINI-CLE EXPENSE	1,500	1,500	-	0%	24	12
	58750	SEMINAR SCHOLARSHIPS	500	500	-	0%	-	-
	TOTAL DIRECT EXPENSES		**9,751**	**9,519**	**(232)**	**-2%**	**3,742**	**3,600**
	NET INCOME (LOSS):		**(6,026)**	**(6,169)**	**(143)**	**2%**	**2,240**	**2,281**
	NEW FUND BALANCE:		**11,810**	**5,642**	**(6,169)**	**-52%**	**17,836**	**20,117**

Washington State Bar Association
Section Budget Comparison

SLIT	LITIGATION SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		6,157	-
	41850	SEMINAR SPLITS W/ CLE	4,000	2,000	(2,000)	-50%	-	-
	48200	SECTION DUES REVENUE	21,848	22,388	540	2%	29,040	33,649
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	7,257	5,462	(1,795)	-25%	31	9,690
		TOTAL SECTION DUES REVENUE	**29,105**	**27,849**	**(1,255)**	**-22%**	**29,071**	**43,339**
	TOTAL REVENUE		**33,105**	**29,849**	**(3,255)**	**-10%**	**35,228**	**43,339**
DIRECT EXPENSES:								
	58200	BREAKFAST/LUNCH/DINNER MTG EXP	1,500	1,500	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	9,500	9,500	-	0%	-	4,385
	58325	LDSHIP/PROF DEVELOP/RETREATS	2,000	8,500	6,500	325%	-	-
	58375	NEWSLETTER/PUBLICATION EXPENSE	-	2,000	2,000		-	-
	58400	PER MEMBER CHARGE	13,655	13,992	338	2%	17,860	21,038
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	4,463	3,414	(1,049)	-24%	37	5,966
		TOTAL PER MEMBER CHARGE	**18,118**	**17,406**	**(712)**	**-21%**	**17,897**	**27,003**
	58500	NEW MEMBER OUTREACH	-	1,000	1,000		-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	9,000	15,000	6,000	67%	6,000	12,500
	58615	LAW SCHOOL OUTREACH	-	1,000	1,000		-	-
	58620	MINI-CLE EXPENSE	-	560	560		112	-
	58625	SEMINAR EXPENSE - SECTIONS	1,500	1,000	(500)	-33%	-	-
	TOTAL DIRECT EXPENSES		**41,618**	**57,466**	**15,848**	**38%**	**24,009**	**43,888**
	NET INCOME (LOSS):		**(8,513)**	**(27,616)**	**(19,103)**	**224%**	**11,219**	**(549)**
	NEW FUND BALANCE:		**142,055**	**114,438**	**(27,616)**	**-19%**	**150,568**	**150,019**

Washington State Bar Association
Section Budget Comparison

SRPPT		REAL PROPERTY, PROBATE & TRUST SECTION	FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		11,094	-
	41850	SEMINAR SPLITS W/ CLE	52,750	18,945	(33,805)	-64%	33,462	-
	48200	SECTION DUES REVENUE	42,188	42,375	188	0%	54,343	56,494
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	14,017	10,547	(3,470)	-25%	179	18,174
		TOTAL SECTION DUES REVENUE	**56,205**	**52,922**	**(3,283)**	**-24%**	**54,522**	**74,668**
	TOTAL REVENUE		**108,955**	**71,867**	**(37,088)**	**-34%**	**99,077**	**74,668**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	200	200	-	0%	-	-
	58175	AWARDS	-	2,500	2,500		-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	10,000	10,000	-	0%	4,210	3,124
	58305	EXECUTIVE COMM EXP - OTHER	35,000	35,000	-	0%	21,101	8,568
	58325	LDSHIP/PROF DEVELOP/RETREATS	40,000	40,000	-	0%	35,314	23,264
	58326	LEGISLATIVE/LOBBYING	1,000	1,000	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	3,500	3,500	-	0%	-	-
	58375	NEWSLETTER/PUBLICATION EXPENSE	2,000	2,000	-	0%	2,359	1,853
	58400	PER MEMBER CHARGE	31,641	31,781	141	0%	40,110	42,375
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	10,346	7,910	(2,436)	-24%	173	13,428
		TOTAL PER MEMBER CHARGE	**41,986**	**39,691**	**(2,295)**	**-23%**	**40,284**	**55,803**
	58500	NEW MEMBER OUTREACH	3,000	3,000	-	0%	1,068	1,666
	58525	SCHOLARSHIPS/DONATIONS/GRANT	7,000	20,000	13,000	186%	5,675	9,075
	58615	LAW SCHOOL OUTREACH	10,000	10,000	-	0%	-	-
	58625	SEMINAR EXPENSE - SECTIONS	20,000	20,000	-	0%	6,823	773
	58675	WEBSITE EXPENSES	5,000	5,000	-	0%	3,250	4,804
	TOTAL DIRECT EXPENSES		**178,686**	**191,891**	**13,205**	**7%**	**120,084**	**108,929**
	NET INCOME (LOSS):		**(69,732)**	**(120,025)**	**(50,293)**	**72%**	**(21,007)**	**(34,261)**
	NEW FUND BALANCE:		**180,932**	**60,908**	**(120,025)**	**-66%**	**250,664**	**216,403**

Washington State Bar Association
Section Budget Comparison

SSSP	SOLO & SMALL PRACTICE SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		4,759	-
	41650	RECEPTIONS REVENUE	-	2,000	2,000		2,400	-
	41805	MINI-CLE REVENUE	5,000.00	5,000	-	0%	7,210	3,400
	48200	SECTION DUES REVENUE	24,937.50	26,250	1,313	5%	32,970	38,554
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	8,203.13	6,234	(1,969)	-24%	(768)	10,734
		TOTAL SECTION DUES REVENUE	**33,141**	**32,484**	**(656)**	**-19%**	**32,202**	**49,288**
	TOTAL REVENUE		**38,141**	**39,484**	**1,344**	**4%**	**46,571**	**52,688**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	200.00	200	-	0%	217	169
	58150	ATTENDANCE AT BOG MEETINGS	100.00	100	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	300.00	300	-	0%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	7,500.00	8,000	500	7%	5,303	6,214
	58350	MEMBERSHIP & RECRUITING EXP	12,000.00	12,000	-	0%	7,003	1,385
	58400	PER MEMBER CHARGE	13,359.38	14,063	703	5%	17,380	20,663
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	4,324.92	3,340	(985)	-23%	(384)	5,665
		TOTAL PER MEMBER CHARGE	**17,684**	**17,402**	**(282)**	**-18%**	**16,996**	**26,328**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	5,000.00	5,000	-	0%	-	10,000
	58600	SECTION SPECIAL PROJECTS	2,000.00	2,000	-	0%	-	-
	58620	MINI-CLE EXPENSE	3,000.00	3,000	-	0%	1,008	560
	58625	SEMINAR EXPENSE - SECTIONS	11,000.00	7,000	(4,000)	-36%	-	851
	58675	WEBSITE EXPENSES	6,000.00	7,500	1,500	25%	-	-
	58750	SEMINAR SCHOLARSHIPS	3,000.00	5,200	2,200	73%	-	1,392
	TOTAL DIRECT EXPENSES		**67,784**	**67,702**	**(82)**	**0%**	**30,527**	**46,899**
	NET INCOME (LOSS):		**(29,644)**	**(28,218)**	**1,426**	**-5%**	**16,045**	**5,789**
	NEW FUND BALANCE:		**90,413**	**62,195**	**(28,218)**	**-31%**	**120,057**	**125,846**

Washington State Bar Association
Section Budget Comparison

SSEN	SENIOR LAWYERS SECTION		FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		610	-
	41850	SEMINAR SPLITS W/ CLE	1,150	600	(550)	-48%	3,996	-
	48200	SECTION DUES REVENUE	4,313	4,219	(94)	-2%	5,850	5,650
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,475	1,078	(397)	-27%	106	1,985
		TOTAL SECTION DUES REVENUE	**5,788**	**5,297**	**(491)**	**-29%**	**5,956**	**7,635**
	TOTAL REVENUE		**6,938**	**5,897**	**(1,041)**	**-15%**	**10,562**	**7,635**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	150	150	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	230	230	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	610	610	-	0%	-	-
	58375	NEWSLETTER/PUBLICATION EXPENSE	4,500	4,500	-	0%	850	-
	58400	PER MEMBER CHARGE	3,234	3,164	(70)	-2%	4,317	4,238
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	1,089	809	(280)	-26%	85	1,468
		TOTAL PER MEMBER CHARGE	**4,323**	**3,973**	**(351)**	**-28%**	**4,403**	**5,705**
	58625	SEMINAR EXPENSE - SECTIONS	-	4,000	4,000		-	-
	TOTAL DIRECT EXPENSES		**9,813**	**13,463**	**3,649**	**37%**	**5,253**	**5,705**
	NET INCOME (LOSS):		**(2,876)**	**(7,566)**	**(4,690)**	**163%**	**5,310**	**1,930**
	NEW FUND BALANCE:		**14,139**	**6,573**	**(7,566)**	**-54%**	**17,015**	**18,945**

Washington State Bar Association
Section Budget Comparison

STAX	TAXATION SECTION		FY2026 Budget -	FY2027 Budget -	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		672	-
	41500	ANNUAL OR OTHER MEETING REV	7,500	7,500	-	0%	3,625	5,420
	41805	MINI-CLE REVENUE	2,500	2,500	-	0%	-	-
	48200	SECTION DUES REVENUE	13,388	16,275	2,888	22%	17,910	18,930
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	4,418	3,347	(1,071)	-24%	(1,449)	5,487
		TOTAL SECTION DUES REVENUE	**17,806**	**19,622**	**1,816**	**-3%**	**16,461**	**24,417**
	TOTAL REVENUE		**27,806**	**29,622**	**1,816**	**7%**	**20,758**	**29,837**
DIRECT EXPENSES:								
	58125	ANNUAL OR OTHER MEETING EXPENS	10,000	8,000	(2,000)	-20%	10,195	10,562
	58175	AWARDS	350	350	-	0%	220	207
	58300	EXECUTIVE COMMITTEE EXPENSES	500	500	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	500	500	-	0%	-	-
	58400	PER MEMBER CHARGE	8,367	8,719	352	4%	11,015	11,831
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	2,952	2,092	(860)	-29%	52	3,689
		TOTAL PER MEMBER CHARGE	**11,319**	**10,811**	**(508)**	**-25%**	**11,067**	**15,520**
	58450	RECEPTION/FORUM EXPENSE	1,000	1,000	-	0%	-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	2,500	2,500	-	0%	3,024	1,124
	58600	SECTION SPECIAL PROJECTS	150	150	-	0%	300	-
	58620	MINI-CLE EXPENSE	500	500	-	0%	224	-
	58625	SEMINAR EXPENSE - SECTIONS	1,000	1,000	-	0%	-	-
	TOTAL DIRECT EXPENSES		**27,819**	**25,311**	**(2,508)**	**-9%**	**25,030**	**27,413**
	NET INCOME (LOSS):		**(13)**	**4,311**	**4,325**	**-32672%**	**(4,272)**	**2,424**
	NEW FUND BALANCE:		**13,669**	**17,981**	**4,311**	**32%**	**13,683**	**16,107**

Washington State Bar Association
Section Budget Comparison

			FY2026 Budget	FY2027 Budget	FY26 vs FY27 Comparison	% Change	FY2025 Actuals	FY2026 Actuals YTD
SWP	**WORLD PEACE THROUGH LAW SECTION**							
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		1,467	-
	41850	SEMINAR SPLITS W/ CLE	1,000	250	(750)	-75%	845	-
	48200	SECTION DUES REVENUE	1,875	2,138	263	14%	2,650	3,075
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	772	469	(303)	-39%	101	917
		TOTAL SECTION DUES REVENUE	**2,647**	**2,606**	**(41)**	**-25%**	**2,751**	**3,992**
	TOTAL REVENUE		**3,647**	**2,856**	**(791)**	-22%	**5,062**	**3,992**
DIRECT EXPENSES:								
	58150	ATTENDANCE AT BOG MEETINGS	404	404	-	0%	-	-
	58175	AWARDS	500	500	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	150	150	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	1,000	1,000	-	0%	-	-
	58400	PER MEMBER CHARGE	1,406	1,603	197	14%	1,956	2,306
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	562	352	(211)	-37%	44	667
		TOTAL PER MEMBER CHARGE	**1,969**	**1,955**	**(14)**	**-23%**	**2,000**	**2,973**
	58450	RECEPTION/FORUM EXPENSE	500	500	-	0%	-	-
	58500	NEW MEMBER OUTREACH	520	520	-	0%	-	-
	58525	SCHOLARSHIPS/DONATIONS/GRANT	5,000	5,000	-	0%	-	-
	58600	SECTION SPECIAL PROJECTS	200	200	-	0%	-	-
	58615	LAW SCHOOL OUTREACH	100	500	400	400%	-	-
	58620	MINI-CLE EXPENSE	1,559	1,687	128	8%	224	556
	58625	SEMINAR EXPENSE - SECTIONS	1,500	1,500	-	0%	-	-
	TOTAL DIRECT EXPENSES		**13,402**	**13,916**	**514**	4%	**2,224**	**3,529**
	NET INCOME (LOSS):		**(9,755)**	**(11,059)**	**(1,305)**	**13%**	**2,838**	**463**
	NEW FUND BALANCE:		**26,191**	**15,132**	**(11,059)**	**-42%**	**35,946**	**36,409**

ATTACHMENT E

WASHINGTON STATE BAR ASSOCIATION

TO: WSBA President, President-elect, Board of Governors, Executive Director

FROM: Brynjar Aaron Peterson

SUBJECT: Request for Change in Section Member Dues in 2027

DATE: 6/29/26

The Corporate Counsel Section requests your approval to change (increase

or decrease) our section member dues from $ 20.00 to $ 30.00 effective January 1, 2027.

The new amount has been included in our budget for the 2027 fiscal year which begins October 1, 2026.

Reason for request to change dues:

1. To get our due a little closer to other sections.
2. This will allow us to do more for our members.

Thank you for your consideration and please ask me if any questions

Cheers!!

BAF

Updated 4.8.2026

ATTACHMENT F

2027 WSBA BUDGET WORKSHEET
CAPITAL BUDGET

	COST CENTER	UNIT COST	QTY	AMOUNT	USEFUL LIFE (YRS)	ESTIMATED IN SERVICE DATE	ANNUAL DEPRECIATION EXPENSE	BUDGET FY 2027
Capital Hardware (General Indirects):								
Hardware replacements	INDIRECT	60,000	1	60,000	3	Jan-27	20,000	15,000
Total				**60,000**			**20,000**	**15,000**
Equipment (General Indirects)								
Mail machine replacement	INDIRECT	13,366	1	13,366	5	Oct-26	2,673	2,673
Total				**13,366**			**2,673**	**2,673**
GRAND TOTAL				**73,366**			**22,673**	**17,673**

ATTACHMENT G

WSBA BUDGET GLOSSARY

Accrual Basis: The basis of accounting whereby revenues are recognized when earned and measurable regardless of when collected; and expenses are recorded when incurred.

Capital Asset: Washington State Bar Association (WSBA) fiscal policies identify this as an item that costs over $2,500 and has a useful life of over 1 year. Capital assets are depreciated over their identified useful life.

Capital Budget: The capital budget forecasts capital asset purchases and capital labor hours anticipated in the coming fiscal year. It reflects the total cash outlay for the organization to purchase or develop assets that are depreciated over the life of the asset. This is reflected in the annual budget as depreciation expense. The Board of Governors reviews and approves the final capital budget, with the entire WSBA budget, at its last meeting of the fiscal year (September).

Capital Labor: Work performed by WSBA employees to develop internally used software systems. Employee hours spent developing software is considered a capital asset and the cost of the labor is depreciated over the useful life of the asset.

Cash Basis: The basis for accounting whereby revenues are recorded only when received and expenses are recorded only when paid, without regard to the period in which they were earned or incurred.

Cost Center: A unit within WSBA that reflects a program or resource. WSBA's financial activities are reported by cost center, meaning both revenue and expenses are included under the financial report for each identified cost center. WSBA has a total of 74 cost centers (29 of which are individual Sections). For a description of WSBA's cost centers, see the FY26 Budget, which includes narrative descriptions on pages 5 through 15.

Department: A division within WSBA that outlines a specific area of activity. WSBA has 9 departments: Advancement, Finance, Human Resources, Information Technology, Office of Disciplinary Counsel, Office of the Executive Director, Office of General Counsel, and Regulatory Services.

Depreciation: The portion of the cost of a capital asset representing the value used over time, due in part to wear and tear, deterioration, and obsolescence, which is reflected as an expense during a particular period. Depreciation is calculated based on the cost of the capital asset divided by its estimated useful life. WSBA calculates depreciation monthly.

Expenses:

Direct: Expenses that are directly related to the support of a specific program or function of the WSBA. Examples include committee expenses or venue costs for putting on an event.

Indirect: Expenses that benefit the whole organization and are considered the basic cost of doing business. Examples include salaries, benefits, payroll taxes, rent, telephone, insurance, legal advice, auditing services, computer equipment, etc. There are numerous ways to allocate common expenses; however, the method chosen must be meaningful, reasonable, accurate, and consistently applied. Generally speaking, WSBA allocates costs based on the staff that are assigned to perform work within each cost center. The allocation of staff time to a cost center can range anywhere from 1-100% and many employees are allocated across multiple cost centers.

Fiscal Year: A 12-month accounting period that may not coincide with the calendar year. The WSBA's fiscal year is from October 1st to September 30th.

FTE: Full-time Equivalent position term is used to describe staffing positions. One FTE is based on 2,080 work hours in a 12-month year. WSBA has employees ranging from 0.5 FTE to 1.0 FTE.

Fund Accounting: An accounting method that is used to track the amount of money allocated to various operations at an organization. WSBA's fiscal policies outline four distinct funds:

General Fund: Houses the majority of WSBA's operations and is funded primarily by license fees. The General Fund comprises of 41 cost centers and the majority of WSBA's FTEs. WSBA's General Fund Reserves are used to support this fund (see "Reserves").

Client Protection Fund: In 1995, the Washington State Supreme Court and the WSBA created the Client Protection Fund (CPF). The purpose of this restricted fund is to relieve or mitigate a loss sustained by any person due to the dishonesty of, or failure to account for money or property entrusted to, any member of the WSBA in connection with the member's practice of law, or while acting as a fiduciary in a matter related to the member's practice of law. The CPF fund receives a mandatory annual assessment from each active lawyer, LLLT, and pro hac vice member of the WSBA. This fund reflects the financial activity for the CPF (1 cost center) and is supported by the CPF reserve fund.

Continuing Legal Education Fund: The fund includes financial activity for 3 cost centers: CLE Products, CLE Seminars, and Deskbooks, and the fund is supported by the CLE Reserve Fund.

Sections Funds: The total difference between revenues, and direct and indirect expenses, for all Sections each year are designated as Section funds. Separate ledgers are maintained for each Section, making up the total for the Section funds.

Fund Balance: The fund balances, or net assets, of the WSBA are the difference between assets and liabilities. Fund balances are either unrestricted or restricted. The Board of Governors may designate, and has designated, portions of the WSBA's unrestricted fund balance for specific purposes. During the annual budgeting process, the Budget & Audit Committee reviews all fund balances, determine if funds allocated to the various reserves should be adjusted while taking into account the goals and purposes of each fund, and make any recommendations for adjustments to the Board of Governors.

Membership Year: WSBA members are licensed on an annual basis, which is a calendar year beginning January 1st through December 31st.

Per-Member Charge: An amount charged for each Section membership to reimburse WSBA for the cost of administering Sections, which includes salaries, benefits, payroll taxes, overhead, and direct expenses. The Section Per-Member Charge (PMC) is calculated as part of the WSBA annual budget process and is based on the first draft of the fiscal year budget.

Net Income: Funds remaining after subtracting expenses from revenue. These funds are then added to the corresponding reserve fund as they are accumulated.

Net Loss: Funds needed after subtracting expenses from revenue. These funds are subtracted from the corresponding reserve fund as they are used.

Reserves: Funds set aside and/or accumulated over time from excess net income to support an identified or unanticipated future funding need. The WSBA Board of Governors creates and designates reserve funds, which can be unrestricted or restricted. All funds except one (Client Protection Fund) are unrestricted.

General Fund Reserves:

Operating- established to cover unanticipated expenses in the event of an emergency.

Facilities- established to support future facilities needs such as an office move or refurbishment of existing office space or preparation for the purchase of operational real estate.

Special Projects & Innovation- established to provide funding for the development of new and innovative programs, projects or products that support and advance the mission of the WSBA.

License Fee Stability- established to assist with stabilization of license fees over time. The fund may be used to offset revenue shortages during a budget cycle in lieu of raising license fees.

Unrestricted- This is the cumulative balance of net assets from General Fund operations not otherwise restricted or designated to any other fund.

Continuing Legal Education Reserve: This reserve serves as an operating reserve in the event WSBA CLE suffers an unanticipated financial loss. The CLE reserve is funded by the annual operating income of the Deskbooks, CLE Seminars, and Products operations. Reserves may be used to cover any net loss, extraordinary costs, or technology upgrades.

Client Protection Fund Reserves: This reserve serves as an operating reserve for the CPF fund. Annual net income or losses for the fund accumulated from year-to-year results in the CPF restricted fund balance.

Sections Funds Reserves: An operating reserve fund for the WSBA sections, consisting of the cumulative balance of net assets/reserves of all sections.

Useful Life: The estimated amount of time an asset will remain in service and provide financial value.

WASHINGTON STATE
BAR ASSOCIATION

To: Board of Governors

From: Tiffany Lynch, Director of Finance
Terra Nevitt, Executive Director

Subject: License Fee Policy Revisions

Date: July 29, 2026

ACTION: Approve the proposed revisions to the WSBA License Fee Policy to include other categories of licensure.

The WSBA License Fee Policy, adopted on July 18, 2025, aims to set license fees consistently based on market increases, programmatic needs, and reserve availability. While the current policy treats fees uniformly, recent reviews highlighted the need to update the policy to include different license categories, such as Limited Practice Officers and Limited License Legal Technicians. The revised policy language was presented to the Board of Governors at their July 24, 2026 meeting (see attachment 1) and no substantive feedback was provided. Therefore, the draft policy language remains unchanged, and we request that the Board approve the revisions.

ATTACHMENTS:
License Fee Policy Revisions Memo dated June 15, 2026 (Attachment 1)

WASHINGTON STATE BAR ASSOCIATION

To: Board of Governors

From: Budget and Audit Committee

Date: June 15, 2026

Re: License Fee Policy Revisions

DISCUSSION/FIRST READ: Review proposed revisions to the WSBA License Fee Policy to include other categories of licensure.

BACKGROUND

WSBA License Fee Policy was adopted by the Board of Governors (BOG) on July 18, 2025. The purpose of the policy is to establish a consistent approach to setting license fees by which fees increase in alignment with an annual market measure that more closely ties to actual increases in the cost of doing business, while also incorporating flexibility to adjust the fee based on availability of reserves. The current policy treats license fees as a uniform concept; however, the WSBA imposes distinct license fees that vary depending on the category of licensure. During the BOG's review and establishment of fees for Limited Practice Officers (LPO) and Limited License Legal Technicians (LLLT) in January 2026, it was determined that the policy requires revision to incorporate language reflecting the various licensure categories.

PROPOSED REVISIONS

The draft policy revisions (***Attachment A***) include a new section titled "*Application of Policy to Various License Types and Statuses*". This section details policy application, including any fee limits based on the license type (lawyer, LPO, LLLT, Judicial, Pro Bono) and status (active, inactive). The recommended percentage limitations are designed to maintain the existing differences in fees between license categories and statuses while also setting minimum fees to help cover operating expenses and reflect the relative value of the license in relation to the benefits covered.

At their June 15, 2026 meeting, the Budget and Audit Committee voted unanimously to recommend the revisions be presented to the Board of Governors.

WSBA RISK ANALYSIS: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

Provided as confidential materials.

WSBA FISCAL ANALYSIS: *This section is to be completed by the Finance Department, with input from the proposing entity or individual.*

The proposed revisions to the license fee policy do not require any change to existing license fees set by the Board of Governors, which is in alignment with existing and proposed budgets. Additionally, any future application of the proposed policy revisions ensures continuity in the proportion of funding provided by each

license fee type to the WSBA's general fund budget. The fiscal impact of the proposed revisions is limited primarily to staff time used to draft the policy change language, incorporate the changes into relevant records, and communicate changes to stakeholders. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and does not require additional staff or allocation of resources from other internal sources.

WSBA EQUITY ANALYSIS: *This section is to be completed by the Equity and Justice Team, with input from the proposing entity or individual.*

This action has minimal concerns with regard to equity impacts. The proposal will update the existing license fee policies in ways that balance organizational costs while improving transparency and consistency with current fee structures, particularly for limited license types and non-active license fee statuses.

ATTACHMENTS:

Attachment A: License Fee Policy Draft Revisions (April 2026)

License Fee Policy (Adopted by the Board of Governors on July 18, 2025) **DRAFT REVISIONS (APRIL 2026)**

A. Purpose

To create a consistent approach to setting license fees by which fees increase in alignment with an annual market measure (based on an industry benchmark defined in section D) that more closely ties to actual increases in the cost of doing business, while also incorporating flexibility to adjust the fee based on availability of reserves.

B. Policy

a. Policy regarding growth of the license fee

In order to maintain existing programing and services, it is anticipated that license fees will be adjusted annually to account for increasing costs, including facilities, salaries and benefits, and direct costs. Adjustments will vary based on membership trends and the changes to the industry benchmark defined in section D. From that basepoint assumption, the license fee may need to be adjusted up or down to account for shifts in programming and the availability of reserves. Because license fees are set before all organizational needs are identified, the WSBA should maintain reserves sufficient to seed desired shifts in programming, which will require adjustments to license fees to maintain.

b. Policy regarding use of license fees

License fees are collected primarily to cover the cost of regulation, as well as programs mandated by the Supreme Court. At the discretion of the Board of Governors, license fees are also used to support programing, services, and the development of tools to serve other aspects of the mission, including supporting legal professionals to better serve the public and other purposes as articulated in GR12.

WSBA shall determine the criteria for evaluating all programs and services to determine resource allocation. Examples of criteria for evaluating member benefits could include: (1) how many members the activity can potentially benefit, (2) how closely the benefit is tied to or furthers a strategic goal, (3) how popular the benefit is, and (4) cost per member to fully or partially subsidize.

C. Process for developing a proposed license fee

Step 1: An effective license fee increase will be developed based on membership trends and apply the industry benchmark (defined in section D). This is considered the status quo effective license fee.

Step 2: Identify desired program shifts and their impact on the effective license fee.

Step 3: The effective license fee can be adjusted up or down based on the level of required reserves, as well as the level of reserves available. This is considered the status quo actual license fee change.

D. Industry Benchmark

Inflation reflects the average change in the price of goods and services over time. WSBA will use the Cost-of-Living Adjustment (COLA) for Washington State L&I as the industry benchmark for calculating the effective license fee. The rate is established annually and will be used to develop a license fee recommendation in alignment with WSBA's annual budget and license fee approval process.

E. Application of Policy to Various License Types and Statuses

Unless otherwise stated, all license fees for all license types and statuses will be reviewed concurrently, using the policy framework and industry benchmark outlined in sections B and D.

a. **Active Lawyer.** The complete policy as written above applies to the active lawyer license fee.
b. **Inactive Lawyer.** The inactive lawyer license fee shall be set at no less than 30% and no more than 50% of the active lawyer license fee.
c. **Pro Bono.** The pro bono license fee shall be set at no less than 30% and no more than 50% of the active lawyer license fee.
d. **Judicial.** The judicial license fee shall be set at no less than 10% and no more than 20% of the active lawyer license fee.
e. **Active Limited License Legal Technician (LLLT).** The active LLLT license fee shall be set at no less than 30% and no more than 50% of the active lawyer license fee.
f. **Inactive Limited License Legal Technician (LLLT).** The inactive LLLT license fee shall be set at no less than 30% and no more than 50% of the active LLLT license fee.
g. **Active Limited Practice Officer (LPO).** The active LPO license fee shall be set at no less than 30% and no more than 50% of the active lawyer license fee.
h. **Inactive Limited Practice Officer (LPO).** The inactive LPO license fee shall be set at no less than 30% and no more than 50% of the active LPO license fee.

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Budget & Audit Committee

DATE: June 15, 2026

RE: Admissions Application Fees

FIRST READ: Discuss Budget & Audit Committee recommendation to establish an application fee for the new admissions pathway (admission by portfolio evaluation), increase the application fee for rule 9 licensed legal interns, and increase attorney applicant fees for the bar exam and UBE score transfer applications.

Background

Under Rule 3(i) of the Admission and Practice Rules (APR), applicants for admission to the practice of law in Washington are required to pay an application fee. The application fees are set by the Board of Governors and subject to review and approval by the Washington Supreme Court.

Application fees are used to cover both the direct and indirect expenses associated with the Admissions cost center. Currently, key functions under the Admissions cost center include processing applications, conducting investigations, holding character and fitness hearings, administering the twice-yearly bar exam, and administering the admission process after the application is approved. The Admissions cost center also includes the Board of Bar Examiners expenses including bar exam grading conferences and training sessions for the examiners. The Admissions cost center is a self-sustaining cost center meaning it is funded solely from application fees; no licensed legal professional license fees are used to fund the Admissions cost center.

Application fees were reviewed and the fees were increased for most applications effective September 1, 2024. At the time, we expected a need to review the application fees in three to five years. Implementation of the portfolio evaluation has brought that timetable forward.

At the Budget & Audit Committee's meeting on May 18, 2026, the Committee considered several proposals. At its June 15, 2026, meeting, the Committee approved the following recommendations for consideration by the Board of Governors.

Recommendations from Budget & Audit Committee

1. Increase the Rule 9 licensed legal intern application fee to $100, increasing by $25 annually until it reaches $200.
2. Discontinue the waiver of the application fee for interns providing legal services to low-income clients through a law school clinic program.
3. Align the application fees for attorney applicants seeking admission by bar exam or UBE score transfer with the application fees for all other attorney applications.
4. Establish an application fee for the new admission pathway – admission by portfolio evaluation—equal to the total amount paid by bar exam applicants.

The proposed application fees, to be effective January 1, 2027, are summarized in the following table.

WSBA Application Fee	Current Fee	Proposed Fee (2027)	Change
Rule 9 Licensed Legal Intern	$50 (since Sept. 2004)	**$100**	$50
Bar Exam - Attorney	$645	**$970**	$325
UBE Score Transfer – Attorney	$645	**$970**	$325
Portfolio Evaluation – General	N/A	**$740**	New
Portfolio Evaluation – Attorney	N/A	**$1,115**	New

In addition, the rule 9 licensed legal intern application fee would increase annually on January 1 as follows:

Application Fee Type	Current WSBA Application Fee	Proposed WSBA Application Fee
Rule 9 Licensed Legal Intern	$50	**$100 (2027)**
Rule 9 Licensed Legal Intern		**$125 (2028)**
Rule 9 Licensed Legal Intern		**$150 (2029)**
Rule 9 Licensed Legal Intern		**$175 (2030)**
Rule 9 Licensed Legal Intern		**$200 (2031)**

Attorney Applicants for the Bar Exam and UBE Score Transfer

The standard practice for setting application fees has been to set higher fees for individuals already admitted to practice law in another jurisdiction. This approach is intended to assist those who are entering the legal profession for the first time by maintaining comparatively lower admission costs for them.

In determining an appropriate application fee for the admission by portfolio evaluation, we discovered that the application fees for attorney applicants for the bar exam and UBE score transfer were not increased to the same level as other pathways for attorney applicants. This oversight allows applicants to select the less expensive application, creating an opportunity for individuals who qualify through multiple avenues to engage in application selection based on price considerations. For example, an Oregon lawyer with at least one year of legal experience and a valid UBE score could apply for admission by UBE score transfer for $645 or by motion for $970. Ideally, application fees should be uniform for all licensed lawyers regardless of their chosen method for seeking admission. Accordingly, for consistency and fairness, and to prevent unintentional revenue loss, we recommend increasing the attorney bar exam and UBE score transfer application fees to $970. Proposed and current attorney applicant fees for all application types are listed below.

Application Fee Type	Current WSBA Application Fee	Proposed WSBA Application Fee
Bar Exam - Attorney	$645	**$970**
UBE Score Transfer – Attorney	$645	**$970**
Admission by Motion – Attorney	$970	$970 (unchanged)
House Counsel	$970	$970 (unchanged)
Foreign Law Consultant	$970	$970 (unchanged)

Rule 9 Licensed Legal Intern Application Fee
Licensed legal interns under APR 9 receive a limited license to practice law under the supervision of a supervising lawyer. Typically, individuals obtain the license while enrolled in law school or participating in the APR 6 law clerk program but can also apply for the license after graduation prior to being admitted as a lawyer. The application fee has remained unchanged at $50 since September 2004. In addition, the application fee is waived if the license is obtained for the sole purpose of participating in a law school clinic program providing free legal services to low-income clients.

The actual cost of processing a Rule 9 legal intern application is considerably more than $50. Although application fees from other application types offset those costs, it is no longer feasible to maintain the license fee at $50 given the rise in labor costs, inflation, and expenses over the last 20 years. As such, we recommend increasing the Rule 9 application fee to $100 for 2027 with subsequent $25 annual increases until the fee reaches $200.

WSBA staff also surveyed other jurisdictions. While only a few responses were received, most indicated fees of $50 or less for intern or law student applications or licenses. Direct comparison, however, is challenging because each state has its own requirements, processes, and scope for intern and law student licensing. Qualifications, duration, and responsibilities vary, making fee structures unique to each jurisdiction. Unlike Washington, it appears that these jurisdictions generally do not conduct thorough character and fitness reviews. In addition, the Washington license also provides greater independence and lasts longer than those in most other jurisdictions.

Additionally, we propose discontinuing the fee waiver for law students in law school clinics providing free legal services to low-income clients, as it is inequitable to charge other applicants serving similar populations. Admissions operates as a self-sufficient cost center and should set fees that cover the costs of reviewing applications, but the proposed $100 fee falls short of the estimated review cost of $400 per application. So, even with the fee increase, substantial subsidies remain as the proposed increases remain well below the actual processing cost.

On May 27, 2026, WSBA staff met with representatives from Washington's three law schools to review the proposals and gather input. The law schools raised no significant concerns and generally agreed that the proposals were reasonable.

New Admissions Pathway: Admission by Portfolio Evaluation
The Washington Supreme Court (Court) currently is considering suggested amendments to the APR to implement a new pathway for admission, to be known as admission by portfolio evaluation. The portfolio evaluation will include a character and fitness application identical to the bar exam application with the same review process. Applicants will submit portfolio items such as written work product and supervisor assessments. Portfolio items will be evaluated by the Board of Bar Examiners.[1]

New costs and expenses associated with portfolio evaluation primarily revolve around additional duties assigned to staff and to the Board of Bar Examiners. Staff will monitor compliance with program requirements and coordinate and support examiners as they evaluate and grade individual portfolio items and receive a stipend similar to what is paid for grading the bar exam answers. Examiners will also be taking on a new task which is to develop ethics prompts for participants who choose not to use the Multistate Professional Responsibility Exam (MPRE). Portfolio grading sessions are expected to take place quarterly with 12-15 graders per session.

[1] For additional information about admission by portfolio evaluation, please visit www.wsba.org/portfolio-eval.

Philosophically, we recommend the application fee for admission by portfolio evaluation should be comparable to if not the same as the application fee for the bar exam. Both provide a way to demonstrate minimum competence to practice law. Both involve substantial staff time to be devoted to tracking an applicant's progress and significant expense associated with grading. In addition to the WSBA application fee, bar exam applicants pay an NCBE exam fee collected by the WSBA. Accordingly, we recommend the application fee for portfolio evaluation be the same as the total amount the WSBA collects from a bar exam applicant. The table below represents the proposed portfolio evaluation application fees compared to the bar exam application fees with the proposed increase to the attorney bar exam applicant.

Application Fee Type	Current WSBA Application Fee	Proposed WSBA Application Fee	NCBE Exam Fee	Total Collected by WSBA
Bar Exam – General	$595	Unchanged	$145	$740
Portfolio Evaluation – General	--	**$740**	--	$740
Bar Exam - Attorney	$645	**$970**	$145	$1,115
Portfolio Evaluation – Attorney	--	**$1,115**	--	$1,115

Other Jurisdictions

Oregon has an experiential pathway for admission called the Supervised Practice Portfolio Examination. Oregon's portfolio examination is substantially similar to Washington's proposed portfolio evaluation. Oregon has the same application fee of $1,000 for both bar exam applicants and its portfolio examination.

Conclusion

A three-year projection shows us that the proposal would result in a net income of approximately $193,000. A three-year projection and reassessment after that time allows us to identify and consider any new trends with the NextGen UBE, testing-accommodations, and the portfolio evaluation. Already we are encountering large increases in the number of applicants seeking testing accommodations. The expenses associated with testing accommodations are considerable and continue to increase. In addition, we have yet to know exactly how many graders will be needed for grading the NextGen UBE and how long grading will take. We also do not yet know exactly how many graders will be needed for grading the portfolio items or how frequently they will need to meet to grade. Finally, we will learn how many people choose the portfolio evaluation over the bar exam.

The following table lists, as a reference, all the admissions application fees including the proposed fee changes.

Application Fee Type	Current WSBA Application Fee	Proposed WSBA Application Fee	NCBE Exam Fee	Total Collected by WSBA
UBE Score Transfer – General	$595	Unchanged	--	$595
Bar Exam – General	$595	Unchanged	$145	$740
Portfolio Evaluation – General	--	**$740**	--	$740
Bar Exam - Attorney	$645	**$970**	$145	$1,115
Portfolio Evaluation – Attorney	--	**$1,115**	--	$1,115
UBE Score Transfer – Attorney	$645	**$970**	--	$970
Admission by Motion – Attorney	$970	Unchanged	--	$970
House Counsel	$970	Unchanged	--	$970
Foreign Law Consultant	$970	Unchanged	--	$970

Rule 9 Licensed Legal Interns	$50	**$100**	--	$100

Information for Fiscal Analysis

If the application fees are increased and established as proposed in this memo, then the Admissions cost center is expected to be able to be self-sustaining for approximately the next five years with a projected net income of approximately $193,000 over the first three-year period.

Information for Equity Analysis

Ensures all attorney applicants are paying the same fee; which also further enables keeping fees lower for people entering the profession for the first time. Removing a waiver for one group ensures an equitable fee structure for all rule 9 applicants.

WSBA RISK ANALYSIS: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

The risk analysis is in the BOG's confidential materials.

WSBA FISCAL ANALYSIS: *This section is to be completed by the Finance Department, with input from the proposing entity or individual.*

The fiscal impact of the proposal is described in this memo and reflected in the attached three-year projection model.

WSBA EQUITY ANALYSIS: *This section is to be completed by the Equity and Justice Team, with input from the proposing entity or individual.*

The proposed changes to admission application fees pose minimal equity concerns. Based on the provided materials, the amount of fee increases appear to be scaled to actual financial costs and promote consistency and fairness in the admission fees charged, while also not imposing undue financial burdens on those seeking admission to the bar.

Attachments

- Three-Year Projection Model

ADMISSIONS

	FY 2027	FY 2028	FY 2029
REVENUE			
BAR EXAM FEES	$1,554,500	$1,626,020	$1,626,020
BAR EXAM LATE FEES	$65,000	$65,000	$65,000
HOUSE COUNSEL APPLICATION FEES	$45,000	$45,000	$45,000
FOREIGN LAW CONSULTANT FEES	$1,940	$1,940	$1,940
SPECIAL ADMISSIONS	$5,000	$5,000	$5,000
ALTERNATIVE PATHWAYS APPLICATION FEES	$148,000	$111,000	$111,000
RULE 9/LEGAL INTERN FEES	$36,300	$36,300	$55,950
TOTAL REVENUE	**$1,855,740**	**$1,890,260**	**$1,909,910**
EXPENSES			
STAFF TRAVEL/PARKING	$25,000	$25,750	$25,750
STAFF CONFERENCE & TRAINING	$11,000	$11,330	$11,330
STAFF MEMBERSHIP DUES	$495	$510	$510
SUPPLIES	$2,500	$2,575	$2,575
FACILITY, PARKING FOOD	$155,000	$165,850	$177,460
POSTAGE	$3,700	$3,811	$3,811
BAR EXAM PROCTORS	$14,400	$14,688	$14,982
DISABILITY ACCOMMODATIONS	$90,000	$92,700	$95,481
CHARACTER & FITNESS INVESTIGATIONS	$1,500	$1,600	$1,600
BOARD OF BAR EXAMINERS	$50,000	$63,948	$65,788
EXAMINER FEES	$68,000	$91,000	$91,000
UBE EXAMINATIONS	$1,000	$1,000	$1,000
EXAM GRADING (EXAM 360)	$20,000	$25,000	$5,000
OUTREACH EXPENSES	$10,000	$4,800	$4,800
LAW SCHOOL VISITS	$1,500	$1,500	$1,500
SOFTWARE HOSTING (ILG)	$56,643	$58,909	$61,265
TOTAL DIRECT COSTS	**$510,738**	**$564,971**	**$563,851**
SALARY AND BENEFITS	$924,212	$1,011,742	$1,074,371
OVERHEAD	$259,836	$270,918	$281,755
TOTAL INDIRECT COSTS	**$1,184,048**	**$1,282,661**	**$1,356,126**
TOTAL DIRECT + INDIRECT COSTS	**$1,694,786**	**$1,847,631**	**$1,919,977**
INCOME/(LOSS)	**$ 160,954**	**$ 42,629**	**$ (10,067)**
Cumulative Income/(Loss) Y2-Y6	$ 160,954	$ 203,583	$ 193,516
FTEs	**7.84**	**7.86**	**7.86**

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Budget & Audit Committee

DATE: August 25, 2026

RE: Admissions Application Fees

ACTION: Approve the Budget & Audit Committee recommendations regarding admissions application fees.

Background

Under Rule 3(i) of the Admission and Practice Rules (APR), applicants for admission to the practice of law in Washington are required to pay an application fee. The application fees are set by the Board of Governors and subject to review and approval by the Washington Supreme Court.

As discussed at the Board of Governors meeting on July 24, 2026, and in the cover memo dated June 15, 2026 (attached), the Budget and Audit Committee approved the following recommendations for consideration by the Board of Governors.

Recommendations from Budget & Audit Committee

1. Increase the Rule 9 licensed legal intern application fee to $100, increasing by $25 annually until it reaches $200.
2. Discontinue the waiver of the application fee for interns providing legal services to low-income clients through a law school clinic program.
3. Align the application fees for attorney applicants seeking admission by bar exam or UBE score transfer with the application fees for all other attorney applications.
4. Establish an application fee for the new admission pathway – admission by portfolio evaluation—equal to the total amount paid by bar exam applicants.

The proposed application fees, to be effective January 1, 2027, are summarized in the following table.

WSBA Application Fee	Current Fee	Proposed Fee (2027)	Change
Rule 9 Licensed Legal Intern	$50 (since Sept. 2004)	**$100**	$50
Bar Exam - Attorney	$645	**$970**	$325
UBE Score Transfer – Attorney	$645	**$970**	$325
Portfolio Evaluation – General	N/A	**$740**	New
Portfolio Evaluation – Attorney	N/A	**$1,115**	New

In addition, the rule 9 licensed legal intern application fee would increase annually on January 1 as follows:

Application Fee Type	Current WSBA Application Fee	Proposed WSBA Application Fee
Rule 9 Licensed Legal Intern	$50	**$100 (2027)**
Rule 9 Licensed Legal Intern	[redacted]	**$125 (2028)**
Rule 9 Licensed Legal Intern		**$150 (2029)**
Rule 9 Licensed Legal Intern		**$175 (2030)**
Rule 9 Licensed Legal Intern		**$200 (2031)**

Please refer to the attached cover memo dated June 15, 2026, for detailed explanations and financial and equity analyses.

Attachments

- BOG Cover Memo dated June 15, 2026
- Three-year Projection Model

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Renata Garcia, Chief Regulatory Counsel

DATE: August 25, 2026

RE: Suggested Amendments to APR 1(e) – Definition of Active Legal Experience

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ACTION: Approve suggested amendments to APR 1(e) amending the definition of active legal experience.

Rule 1(e) of the Admission and Practice Rules (APR) defines the term "active legal experience." Active legal experience is used primarily for determining the experience required for someone who is applying for admission by motion (reciprocity).

APR 3(c), admission by motion, requires "active legal experience" for at least one of the three years preceding the application for admission. The one year of active legal experience in this case is one of only two substantive requirements to be admitted as a lawyer under this rule; the other being admission and good standing in another U.S. jurisdiction. Accordingly, it is important to have robust, precise standards for determining active legal experience.

The same standard is also used in the WSBA Bylaws for determining whether a WSBA member must satisfy MCLE requirements in order to return to active status. If proposed amendments to the WSBA Bylaws are adopted removing the bar exam requirement to return to active status, then the only consequence of not having enough active legal experience would be completion of additional MCLE credits.

Based on the above, we believe a clear, unambiguous definition best serves new lawyers, WSBA members, and WSBA staff analyzing applications.

The suggested amendments were discussed at the May and July Board of Governors meetings. The proposed definition of active legal experience presented now incorporates input from those meetings and discussions with several individual governors.

Based on this input, this most recent version of the amendments to APR 1(e)(1)(A)(i)(a) permits applicants to count employment or volunteer service in a position that either requires an active law license or that regularly involves the practice of law towards their active legal experience time. This provision is intended to capture both roles that explicitly require a law license and those roles that routinely involve the practice of law even if they may not include a law license as a requirement in the job posting or description.

In addition, suggested new APR 1(e)(1)(ii) has been updated to make clearer that references to licenses to practice law as a lawyer in APR 1(e)(1)(A)(i) are not intended to include professional licenses that permit only limited legal practice, such as French notary appointments.

Please refer to the attached memos dated April 7, 2026 and June 15, 2026, for additional information on this proposal, including the fiscal, equity, and WSBA risk analyses.

Attachments

1. Suggested Amendments to APR 1(e) – Markup
2. BOG Cover Memo, dated April 7, 2026
3. BOG Cover Memo, dated June 15, 2026

ADMISSION AND PRACTICE RULES

RULE 1. IN GENERAL; SUPREME COURT; PREREQUISITES TO THE PRACTICE OF LAW; COMMUNICATIONS TO THE BAR; CONFIDENTIALITY; DEFINITIONS

(a) – (d) [Unchanged.]

(e) Definitions. The following definitions apply throughout these Admission and Practice Rules except where otherwise stated:

(1) "Active legal experience"

(A) when used to describe a requirement for admission or licensure as, or otherwise regarding, a lawyer means experience in any combination of the eligible activities listed below. ~~the active practice of law as a lawyer, including practice as a Pro Bono Status Lawyer licensed under APR 3(g), or as a teacher at an approved law school, or as a judge of a court of general or appellate jurisdiction or any combination thereof, in a state or territory of the United States or in the District of Columbia or in any jurisdiction where the common law of England is the basis of its jurisprudence;~~

(i) Eligible activities for "active legal experience" are limited to the following:

a. employment, or volunteer service with a nonprofit organization, in a position that requires an active license to practice law as a lawyer or that regularly involves the practice of law as defined in GR 24(a), and the person has an active license to practice law as a lawyer in a state or territory of the United States, the District of Columbia, or any common law jurisdiction;

b. practice as a pro bono status lawyer licensed under APR 3(g) or equivalent lawyer status in another jurisdiction when the practice is in a state or territory of the United States, the District of Columbia, or any common law jurisdiction;

c. practice as house counsel when the house counsel is licensed, registered, or otherwise authorized to practice law as house counsel in a state or territory of the United States, the

District of Columbia, or any common law jurisdiction and is admitted as a lawyer in another state or territory of the United States, the District of Columbia, or any common law jurisdiction;

d. service as a judicial officer in the courts of the United States, any state or territory of the United States, the District of Columbia, any common law jurisdiction, or any federally recognized American Indian tribe or Alaska Native entity and the judicial officer is admitted as a lawyer in a state or territory of the United States, the District of Columbia, or any common law jurisdiction;

e. service as a teacher at a law school approved by the Board of Governors and the teacher is admitted as a lawyer in a state or territory of the United States, the District of Columbia, or any common law jurisdiction;

f. employment as a judicial law clerk at a court of the United States, a state or territory of the United States, the District of Columbia, or any common law jurisdiction where a J.D., or equivalent law degree, or completion of the APR 6 law clerk program, or equivalent law office study program, is required to hold the position, and the clerk is admitted as a lawyer in a state or territory of the United States, the District of Columbia, or any common law jurisdiction; or

g. employment as an arbitrator or mediator in a state or territory of the United States, the District of Columbia, or any common law jurisdiction and the arbitrator or mediator has an active license to practice law as a lawyer in a state or territory of the United States, the District of Columbia, or any common law jurisdiction.

(ii) Except as otherwise provided above, professional licenses that are limited or restricted to particular practice areas or areas of law are not considered a license to practice law as a lawyer for purposes of the activities above.

(iii) One year for purposes of determining "active legal experience" is 12 consecutive or nonconsecutive months in which the lawyer regularly engaged in eligible activities and engaged in eligible activities for at least 1,000 hours during the 12-month period of time.

(iv) Neither the pro se practice of law nor the unauthorized practice of law qualifies as active legal experience.

(B) when used to describe a requirement for licensing as, or otherwise regarding, a LLLT, means active experience practicing law as an LLLT, including practice as a Pro Bono Status LLLT licensed under APR 3(g);

(C) when used to describe a requirement for licensing as, or otherwise regarding, a LPO means active experience practicing law as a LPO, including as a Pro Bono Status LPO licensed under APR 3(g).

(2) – (9) [Unchanged.]

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Renata Garcia, Chief Regulatory

DATE: April 7, 2026

RE: Suggested Amendments to APR 1(e) – Definition of Active Legal Experience

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DISCUSSION & FIRST READ: Presented for discussion and first read are suggested amendments to APR 1(e) amending the definition of active legal experience.

Rule 1(e) of the Admission and Practice Rules (APR) defines the term "active legal experience." Active legal experience is used primarily for determining the experience required for someone who is applying for admission by motion (reciprocity). APR 3(c), admission by motion, requires "active legal experience" for at least one of the three years preceding the application for admission. The same standard is also used in the WSBA Bylaws for determining whether the member must satisfy MCLE requirements in order to return to active status.

The current definition, taken at its plain meaning as written, significantly restricts what activities can be considered active legal experience. In addition, the definition is vague and confusing. Over the years, the WSBA staff have struggled with interpreting and applying the definition to individual scenarios such as determining whether:

A. a specific activity or job falls under the "active practice of law as a lawyer;"
B. the lawyer must have an active license status (as opposed to inactive or other license status) when engaging in the activity for it to qualify under the definition;
C. a judge of a particular court qualifies under the definition; and
D. the amount of time engaged in the activity is sufficient to qualify as active legal experience.

Such difficulties can result in ambiguity and inconsistent application of the standard. The new definition addresses the above ambiguities by providing a succinct, yet detailed, list of activities that qualify as active legal experience. Each activity identifies the role and clearly sets forth any other requirements such as whether the activity must be undertaken while admitted as a lawyer, with an active license status or other status, and other details relevant to the activity.

The new definition also requires the lawyer to have engaged in the activity for at least 1,000 hours and during a 12-month period of time. This standard ensures the lawyer has regular active legal experience and prevents abuse of the standard by those who might seek to use nominal time to meet the requirement; for example, volunteering only one day a month at a legal clinic. The WSBA reviewed the requirements of other states regarding their standard for demonstrating active legal experience or similar term and found a minimum time requirement to be common among the jurisdictions.

Finally, the new definition explicitly excludes the pro se practice of law and the unauthorized practice of law. There have been rare instances where such experience has been claimed. Including this proviso in the rule provides clear

instruction to an applicant or member and also gives WSBA staff a simple and direct way to point out why such experience does not qualify.

Information for Fiscal Analysis
No fiscal impact. There will be some staff time devoted to updating forms, webpages, instructions, etc.

Information for Equity Analysis
A clear, detailed definition helps everyone understand exactly what qualifies as active legal experience and provides for equal and equitable application of the standard.

WSBA RISK ANALYSIS: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

The risk analysis is available as confidential materials.

WSBA FISCAL ANALYSIS: *This section is to be completed by the Finance Department, with input from the proposing entity or individual.*

The proposed amendments primarily have a fiscal impact on indirect expenses for staff time dedicated to drafting the proposal, updating applicable records, and disseminating information regarding changes to stakeholders. These tasks fall within the routine responsibilities of current WSBA personnel and will not necessitate additional staffing or significant resources from other internal departments.

WSBA EQUITY ANALYSIS: *This section is to be completed by the Equity and Justice Team, with input from the proposing entity or individual.*

The purpose of the equity analyses is to understand how entities incorporated an equity lens into proposed action items presented to the Board of Governors. Applying an equity lens includes 1) identifying and centering people and communities most impacted decisions and/or 2) meeting people and communities according to their specific needs to produce fair and equal outcomes for all.

Based on the materials provided, the suggested amendments to APR 1(e) do not pose any significant equity concerns. The proposed changes will clarify what activities qualify as active legal experience, which would improve procedural fairness by removing administrative discretion required to interpret the current rule, ultimately reducing the potential for inconsistent and/or biased application of admission rules.

Attachments

1. Suggested Amendments to APR 1(e) - Markup

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Renata Garcia, Chief Regulatory Counsel

DATE: June 15, 2026

RE: Suggested Amendments to APR 1(e) – Definition of Active Legal Experience

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ACTION: Approve suggested amendments to APR 1(e) amending the definition of active legal experience.

Rule 1(e) of the Admission and Practice Rules (APR) defines the term "active legal experience." Active legal experience is used primarily for determining the experience required for someone who is applying for admission by motion (reciprocity).

APR 3(c), admission by motion, requires "active legal experience" for at least one of the three years preceding the application for admission. The one year of active legal experience in this case is one of only two substantive requirements to be admitted as a lawyer under this rule; the other being admission and good standing in another U.S. jurisdiction. Accordingly, it is important to have robust, precise standards for determining active legal experience.

The same standard is also used in the WSBA Bylaws for determining whether a WSBA member must satisfy MCLE requirements in order to return to active status. If proposed amendments to the WSBA Bylaws are adopted removing the bar exam requirement to return to active status, then the only consequence of not having enough active legal experience would be completion of additional MCLE credits.

Based on the above, we believe a clear, unambiguous definition best serves new lawyers, WSBA members, and WSBA staff analyzing applications.

The suggested amendments were discussed at the Board of Governors meeting on May 1, 2026. Based on feedback from the governors, there are two changes to the proposed definition of active legal experience.

The first is to include limited licenses to practice law as house counsel in common law jurisdictions as an eligible activity (APR 1(e)(1)(A)(i)c.). Our research found common law jurisdictions with a similar house counsel license as what is available in Washington and other U.S. jurisdictions. In fact, some have even more requirements to qualify than in Washington.

Second, eligible activity f., re judicial law clerks, now includes a provision for completion of a law office study program equivalent to the APR 6 law clerk program. This will allow judicial clerks who complete a law office study program in another U.S. jurisdiction to earn active legal experience.

Additional information, including the fiscal, equity, and WSBA risk analyses are included in the attached memo.

Attachments

1. Suggested Amendments to APR 1(e) – Markup
2. BOG Cover Memo, dated April 7, 2026

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Catherine A. Biestek, Managing Regulatory Counsel

DATE: August 19, 2026

RE: Proposed Amendments to the WSBA Admissions Policies to Include Neutral Reference to External Entity Selected by the WSBA to Complete Application Investigation Reports

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ACTION: Presented for adoption are proposed amendments to the Washington State Bar Association (WSBA) Admissions Policies that replace specific reference to the National Conference of Bar Examiners (NCBE) with neutral reference to external third-party entity selected by the WSBA for completing investigations related to admissions applications.

The primary purpose of the proposed amendments is to permit the WSBA the ability to select one or more third-party entities to conduct investigations and complete the investigation report required for certain application types for admission under the Admissions Policies. Currently, because the Admissions Policies specifically name the National Conference of Bar Examiners (NCBE) as the entity that completes the investigation report for specified application types, the WSBA is limited in who the WSBA can work with to complete the required investigation reports.

Background

The WSBA receives and processes different types of applications for admission. In accordance with the Admissions Policies, the WSBA refers admission applications to the National Conference of Bar Examiners (NCBE) for verification and investigation of the information in the application when the applicant is already licensed to practice law in another jurisdiction or earned a law degree in a jurisdiction outside the United States. The WSBA transmits a copy of the application to the NCBE and the NCBE provides an investigation report to the WSBA after the NCBE completes its investigation.

The WSBA uses a third-party investigator for these applications because they generally require investigation and verification of a substantial amount of information located in jurisdictions other than Washington.[1] The WSBA does not have the tools and resources to verify this volume of information outside Washington.

Rationale for Proposed Amendments

Current Admissions Policies, limit investigations to the NCBE. The proposed amendments remove specific reference to the NCBE as the entity completing investigations for admissions applications, thereby permitting the WSBA the ability to select and work with one or more external entities to complete investigation reports. A third-

[1] For application types that do not require an investigation report, WSBA Admissions analysts complete the verification/background investigation. After the verification/background check process is completed (either by third-party (currently NCBE) or WSBA Admissions analysts), an application could be referred to WSBA bar counsel for investigation of a specific issues or issues or the application will be approved for next steps toward licensing (e.g., permission to sit for the bar exam or completion of pre-licensing steps).

party entity could include the NCBE as well as other competent, external entities that complete such background investigations. For example, recently, the WSBA engaged ILG Investigations to complete investigation reports for entities participating in the Washington Entity Regulation Pilot Project, which is not governed by the Admissions Policies.

Information for Fiscal Analysis

Currently, applicants pay an investigation fee directly to the NCBE. The WSBA intends to maintain this direct-payment structure if the WSBA selects to work with another third party to complete investigation reports.

Information for Equity Analysis

If the proposed amendments are approved and the WSBA is permitted to select and work with one or more entity to complete required investigation reports, there could be potential benefits to applicants, including possible savings in investigation fee, if a competitor offers a lower investigation fee, or shorter timeline to complete an investigation report, if a competitor offers a shorter timeline to complete their investigation.

WSBA RISK ANALYSIS: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

Provided as confidential materials

WSBA FISCAL ANALYSIS: *This section is to be completed by the Finance Department, with input from the proposing entity or individual.*

The fiscal impact of the proposed amendments includes staff time used to draft the amendment language, incorporate it into relevant records, and communicate changes to stakeholders. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and does not require additional staff or allocation of resources from other internal sources. The proposed amendments do not suggest any changes to the existing investigation fee structure, which requires that applicants pay the fee directly to the NCBE. Therefore, it is not expected that WSBA will incur any additional cost at this time.

WSBA EQUITY ANALYSIS: *This section is to be completed by the Equity and Justice Team, with input from the proposing entity or individual.*

The purpose of the equity analyses is to understand how entities incorporated an equity lens into proposed action items presented to the Board of Governors. Applying an equity lens includes 1) identifying and centering people and communities most impacted decisions and/or 2) meeting people and communities according to their specific needs to produce fair and equal outcomes for all.

The proposed change to admissions policy are informed by the experiences of WSBA admissions staff, who have direct insights into the barriers that current policies present in reviewing applications for admission. The policy itself would create more procedural flexibility in the admissions by enabling staff to choose from a variety of third party contractors to complete investigation reports.

Following this policy change, admissions staff can help promote procedural fairness and transparency by communicating standards for selecting contractors, and creating ways to assess contractor performance to identify any discrepancies between contractors.

Attachments

- WSBA Admissions Policies Mark-Up Version

ADMISSIONS POLICIES OF THE WASHINGTON STATE BAR ASSOCIATION

Under the authority of, and consistent with, the Washington Supreme Court's Admission and Practice Rules (APR), the Board of Governors of the Washington State Bar Association (Bar) has adopted the following Admissions Policies in administering those rules. These policies apply to individuals seeking reinstatement under APR 25 or admission to the Bar as a lawyer, limited practice officer (LPO), house counsel or foreign law consultant. These policies supplement APR 3-5, 8(f), 14 and 20-25. Any discrepancy or conflict between these policies and the APR is unintentional and will be resolved in favor of strict compliance with the APR.

Adopted July 1, 2012. Amended July 28, 2017, amendments effective September 1, 2017.
Amended November 14, 2020, amendments effective December 1, 2020.
Amended January 13, 2022, amendments effective February 1, 2022.
Amended June 9, 2023, amendments effective September 1, 2023.
Amended July 15, 2024, by Court order, amendments effective September 1, 2024.
Correction approved March 21, 2025.
Correction on August 12, 2025, to section X in compliance with APR 3(d).
Amended and correction approved November 14, 2025, amendments effective February 1, 2026.
Amended May 1, 2026, amendments effective May 1, 2026.
Amended May 1, 2026, amendments effective September 1, 2026.
Amended July 24 and 25, 2026, amendments effective September 1, 2026.
Amended September , 2026, amendments effective September , 2026.

I. GENERAL PROVISIONS AND DEFINITIONS

A. Applications

Applications for admission to practice law in Washington must be completed and submitted online or as prescribed by the Bar's admissions staff.

B. Definitions

"Attorney Applicant" means a person applying for admission as a lawyer under APR 3 or a person petitioning for reinstatement under APR 25 who, at the time of filing the application, has ever been admitted to practice law as a lawyer (or the equivalent for that jurisdiction) in any jurisdiction other than Washington.

"Foreign Law Consultant Applicant" means a person applying for licensure as a foreign law consultant under APR 14.

"General Applicant" means a person applying for admission as a lawyer under APR 3 who, at the time of filing the application, has never been admitted to practice law as a lawyer (or the equivalent for that jurisdiction) in any jurisdiction other than Washington, or a person petitioning for reinstatement under APR 25 who has been admitted to practice law in Washington only.

"House Counsel Applicant" means a person applying for licensure as house counsel under APR 8(f).

"Law school approved by the Board of Governors" is a law school either (1) approved or accredited, or provisionally approved or accredited, by the American Bar Association (ABA) at the time the degree was conferred or (2) approved or accredited by a state or territory of the United States or the District of Columbia and a state or territory of the United States or the District of Columbia accepts the Juris Doctor (J.D.) from that law school as meeting the education requirement to be eligible to sit for the bar exam in that jurisdiction at the time the J.D. or LL.M. degree for the practice of law was conferred. An applicant who graduated from a law school not approved or accredited by the ABA bears the burden of demonstrating to the Bar that the law school is approved or accredited by a state or territory of the United States or the District of Columbia and a state or territory of the United States or the District of Columbia accepts the J.D. as meeting the education requirement to be eligible to sit for the bar exam in that jurisdiction or otherwise meets this definition.

"LPO Applicant" means a person applying for admission, or petitioning for reinstatement under APR 25, as a limited practice officer.

II. APPLICATION REQUIREMENTS

A. Application Submission Policy

All applicants must submit electronically, within the filing deadlines specified below, the following:

- a completed application in the form required by the Bar including any required supplemental documentation;
- two Certificates of Good Moral Character, dated within 6 months prior to the application date and completed by two lawyers admitted to practice law in any U.S. jurisdiction or the foreign

jurisdiction in which the applicant is admitted to practice law. For LPO Applicants the certificates may be completed by LLLTs or LPOs admitted to practice in Washington; and

- an Authorization and Release form. The form must be signed and notarized within 6 months prior to the application date.

In addition, Attorney Applicants must submit:

- a Certificate of Good Standing from each jurisdiction in which the applicant has ever been admitted (including federal courts and tribal courts). Certificates of Good Standing (or similar document) for Attorney Applicants admitted to practice law must be issued by the admitting authority (e.g., State Bar or highest state court) in each jurisdiction where the applicant has been admitted. If the applicant is no longer admitted in the jurisdiction, the applicant must submit a letter from the jurisdiction that includes the dates of admission and status history. The certificate or letter must be signed and dated within 6 months prior to the application date.

All documents must be in English or accompanied by a certified English translation.

B. Exam Application Filing Deadlines

Only applications for an exam (excluding petitions for reinstatement under APR 25) have a filing deadline. Applications for admission by bar exam are accepted beginning February 1 for the summer bar exam and September 1 for the winter bar exam. Applications for admission by LPO exam are accepted beginning June 15 for the fall LPO exam and December 15 for the spring LPO exam. Filing deadlines for applications to take an examination are as follows:

Bar Examination	**Applications Accepted**	**First Deadline**	**Late Filing Deadline**	**Deadline for Applicants Who Did Not Pass Immediately Preceding WA Exam With No Late Fee**
Summer Exam	February 1	March 5	April 5	May 5
Winter Exam	September 1	October 5	November 5	December 5

LPO Examination	**Applications Accepted**	**First Deadline**	**Late Filing Deadline**
Fall LPO Exam	June 15	July 15	August 15
Spring LPO Exam	December 15	January 15	February 15

The deadline will be the next business day when a deadline falls on a Saturday, Sunday or holiday.

Late filing requires payment of a late filing fee as provided in the fee schedule. No applications will be accepted after the late filing deadline except for applicants who failed the immediately preceding Washington bar exam and are applying for the following Washington bar exam; those applicants are not

required to pay the late filing fee and the deadline will be May 5 for the summer bar exam and December 5 for the winter bar exam.

Applications, including payment, must be submitted online by 11:59 P.M. (PST/PDT) the day of the deadline. Applications, or payments, submitted after the first deadline will incur a late filing fee.

Exam applications not submitted by the late filing deadline will be deleted.

C. Non-Exam Application Deadlines

Applications without a filing deadline (non-exam applications and petitions for reinstatement under APR 25) that are incomplete or missing payments, authorization and release forms, or certificates of good moral character will be disqualified if not remedied by 60 days from the submission date. When an application is disqualified for this reason, the applicant will receive a partial refund as set forth in Section III.G.

Applications not submitted within six months of starting the application online will be deleted.

D. Other Deadlines

Request testing accommodations on bar exam .....by applicable late filing deadline.*
Request testing accommodations on LPO exam .....by late filing deadline for the LPO exam.
File all requested and/or additional items.....18 days prior to first day of exam.
Character and fitness resolution.....18 days prior to first day of exam.
Special requests for exam room .....18 days prior to first day of exam.
Pay Technology Fee via NCBE Account..... 4 days prior to first day of exam.
Withdraw from exam with partial refund of WSBA application fee.....18 days prior to first day of exam.
Withdraw from bar exam with NCBE Exam Fee refund only..... 4 days prior to first day of exam.

*Requests for testing accommodation must be submitted by April 5 for the summer bar exam and by November 5 for the winter bar exam; except, applicants who did not pass the immediately preceding bar exam in Washington must submit requests for testing accommodation by May 5 for the summer bar exam and by December 5 for the winter bar exam.

E. Other Non-Exam Deadlines

UBE Score Transfer Applications..... No deadline, may apply at any time.
Admission by Motion Applications ..... No deadline, may apply at any time.
House Counsel Applications ..... No deadline, may apply at any time.
Foreign Law Consultant Applications ..... No deadline, may apply at any time.
Petitions for Reinstatement (after disbarment) under APR 25 ..... No deadline; see APR 25 et. seq.
Withdraw a non-exam application with partial refund ..... One year from date of application.

III. FEES

A. Application Fee Schedule

1) Bar Exam Applications
    a. WSBA Application Fee
        i. General Applicants $595
        ii. Attorney Applicants $645
    b. NCBE Exam Fee ..... See Section C below
    c. Technology Fee ..... See Section D below
    d. ~~NCBE~~ Investigation Fee ..... See Section E below
    e. Late Filing Fee (See II.B above) $300
2) UBE Score Transfer Applications
    a. WSBA Application Fee
        i. General Applicants $595
        ii. Attorney Applicants $645
    b. ~~NCBE~~ Investigation Fee ..... See Section E below
3) LPO Exam Applications
    a. LPO Applicants $200
    b. Late Filing Fee (See II.B above) $100
4) Admission by Motion Applicants ..... $970 + ~~NCBE~~ Investigation Fee
5) House Counsel Applicants ..... $970 + ~~NCBE~~ Investigation Fee
6) Foreign Law Consultant Applicants ..... $970 + ~~NCBE~~ Investigation Fee

B. WSBA Application Fee

All applicants must pay a WSBA application fee and, if applicable, a late filing fee as set forth in the fee schedule above. The WSBA application fee and late filing fee will be collected when submitting the application. Additional fees may be required as set forth in Sections C – E below.

C. NCBE Exam Fee

The WSBA will collect from each bar exam applicant an exam fee as assessed to the WSBA by the National Conference of Bar Examiners (NCBE). The NCBE exam fee will be collected when submitting the application. The NCBE exam fee is refundable if an applicant withdraws their application for the bar exam no later than 4:00 p.m. PT the Friday prior to the first day of the exam.

D. Technology Fee

All bar exam applicants are required to pay a Technology Fee through their NCBE account. The Technology Fee pays for the Internet Testing Systems (ITS) exam software which all bar exam applicants must purchase and download no later than four (4) days prior to the first day of the exam. The Technology Fee is refundable through the applicant's NCBE account if the applicant withdraws from the exam by 4:00 p.m. PT the Friday prior to the first day of the exam.

E. ~~NCBE~~ Investigation Fee

The following applications are referred to ~~the NCBE~~ a third-party selected by the WSBA that conducts application investigations for verification and investigation of the information in the application: UBE Score Transfer Applications by General Applicants with a foreign law degree who do not have an ABA JD or did not complete Washington's Law Clerk Program; Bar Exam Applications by General Applicants applying under APR 3(b)(4)(B); House Counsel Applications; Foreign Law Consultant Applications; and all applications by Attorney Applicants, except for applications for military spouse admission by motion under APR 3(c)(2). These applicants are required to pay a nonrefundable investigation fee to the ~~NCBE~~ third-party conducting the application investigation. The WSBA will notify applicants of the name of the third-party completing their investigation and provide instructions for payment of the investigation fee. See Section V of these policies for ~~all NCBE~~ the investigation requirements.

F. Forms of Payment and Payment Deadlines

All bank card transactions are subject to a separate non-refundable transaction fee of 2.5%. There is no transaction fee for payments by electronic funds transfer (EFT) or check.

For exam applicants, payments by check must be received or postmarked by the application deadline. Payments received or postmarked after the first deadline will incur a late filing fee. Applications will not be accepted if payment is received or postmarked after the late filing deadline.

For exam applicants, if payment by EFT or check is declined, then applicants will have one additional opportunity to resubmit payment within five business days from notification of the declined payment. If payment is not resubmitted within the five business days, a late fee will be assessed for applications submitted by the first deadline. If the late filing deadline has passed and payment is not resubmitted within five business days from the notification of the declined payment, then the application will not be accepted.

G. Withdrawals and Refunds

For all applicants, the WSBA application fee includes a non-refundable administrative processing fee as set forth below. An exam applicant must withdraw an application at least 18 days prior to the date of the examination for a partial refund of the WSBA application fee. Petitioners under APR 25 and all other applicants must withdraw their applications no later than one year after filing the application to receive a partial refund of the WSBA application fee. The Bar will issue a refund of the WSBA application fee less the administrative fee. The partial refund policy applies to applications that are disqualified. Any late filing fees paid, and any investigation costs are nonrefundable. For exam applications, no refunds of the WSBA application fee will be issued for withdrawals or disqualifications made less than 18 days prior to the date of the exam. A bar exam applicant will receive a refund of only the NCBE Exam Fee if the application is withdrawn by 4:00 p.m. PT the Friday before the first day of the exam. Exam applicants forfeit all fees if they do not show up for the exam. Exam applicants cannot transfer their applications or application fees to a different exam.

For all other applications, no refunds will be issued for withdrawals or disqualifications made later than one year after filing the application.

Administrative Fee (nonrefundable portion of WSBA application fee):

General, Attorney, Motion, House Counsel, and Foreign Law Consultant Applicants $400
LPO Applicants $100

If there are extraordinary circumstances that prevent an applicant from taking the examination (e.g., a serious medical emergency, death in the immediate family, significant health problems, house fire), a written request must be delivered to the Bar within 18 days after the exam in order to receive a refund of the NCBE Exam Fee minus the cancellation fee assessed by the NCBE and a partial refund of the WSBA application fee as set forth above. The Bar may require the applicant to submit supporting documentation for the request.

IV. CHARACTER & FITNESS REVIEW

All applicants are subject to a character and fitness review prior to being admitted to practice law in Washington State. The responsibility for full disclosure rests entirely upon the applicant. Permission to sit for the examination or admission to practice law may be withheld pending a hearing before the Character and Fitness Board and a final determination by the Washington Supreme Court regarding whether the applicants have met their burden of proving that they are of good moral character, fit to practice law and have met the Essential Eligibility Requirements. See APR 20-24.3. Factors considered by Admissions staff and Bar Counsel when determining whether an applicant should be referred to the Character and Fitness Board are set forth in APR 21(a).

Washington requires resolution of all character and fitness issues at least 18 days prior to sitting for the exam. Exam applicants with unresolved character and fitness issues after this deadline will not be permitted to sit for the exam and will have their application transferred to the next exam. Applicants may choose to withdraw from the exam and receive a partial refund if the request is made at least 18 days prior to the first day of the exam in lieu of transferring to the next exam. Therefore, applicants who disclose any information that may raise an issue of character or fitness are advised to file their applications early in the registration period. Early filing or providing information prior to the 18-day deadline does not guarantee all issues will be resolved 18 days prior to the exam.

All petitions for reinstatement under APR 25 are referred to the Character and Fitness Board for hearing, per APR 25.3(b). Petitioners will be assigned to the next available licensing exam only after receiving Washington Supreme Court approval of their petition.

V. ~~NCBE~~ INVESTIGATION REPORT REQUIREMENT

The following applications are referred to ~~the NCBE~~ a third-party selected by the WSBA that conducts application investigations for verification and investigation of the information in the application: UBE Score Transfer Applications by General Applicants with a foreign law degree who do not have an ABA JD or did not complete Washington's Law Clerk Program; Bar Exam Applications by General Applicants applying under APR 3(b)(4)(B), House Counsel Applications, Foreign Law Consultant Applications, and all applications by Attorney Applicants, except for applications for military spouse admission by motion under APR 3(c)(2). Applicants who have an application that is referred to ~~the NCBE~~ a third-party selected by the WSBA to conduct the application investigation will be contacted by the ~~NCBE~~ third-party and required to pay an investigation fee and submit authorization and release forms ~~directly to the NCBE~~for that investigation. The ~~Bar~~WSBA cannot finish processing applications until the investigation report is

received from the ~~NCBE~~third-party completing the investigation. If ~~the NCBE terminates~~ work is terminated on an investigation~~application~~ because of the applicant's failure to comply with ~~NCBE~~any requirements, the WSBA may disqualify the application.

Applicants applying for an exam will not be allowed to sit for the exam if the Bar does not receive a complete investigation report from the ~~NCBE~~third-party at least 18 days prior to the first day of the exam; in that case, the application will be transferred to the next exam. These applicants may choose to withdraw from the exam in lieu of transferring to the next exam. Any refunds due will be made according to the Withdrawal and Refunds provision in Section III.G.

~~NCBE~~Investigation reports are valid for one calendar year from the date the Bar receives the completed report ~~from the NCBE~~, after which a supplemental or new ~~NCBE~~investigation report will be required. ~~See the NCBE website for additional information: http://www.ncbex.org/character-and-fitness/jurisdiction/wa.~~

VI. REQUESTS FOR TESTING ACCOMMODATIONS

Any bar exam applicant requesting testing accommodation for a disability must ask for such accommodation through the online admissions site by the applicable late application filing deadline. Any LPO exam applicant requesting testing accommodation for a disability must ask for such accommodation through the online admissions site by the late application filing deadline for that LPO exam. Applicants requesting testing accommodations must provide appropriate documentation of the disability and specify the extent to which they are requesting that the standard testing procedures need to be modified. The applicant is responsible for demonstrating their need for any requested accommodations. The Bar reserves the right to make final judgment concerning testing accommodations and may have any submitted documentation reviewed by a specialist. See the online admissions site for additional information regarding accommodation requests and required documentation.

Any testing accommodation may not compromise the integrity or security of the examination or affect the standards set for the examination. After the Bar provides notice to an applicant of the testing accommodations granted to that applicant, the applicant must acknowledge that they read and understand the accommodations granted no less than 18 days prior to the first day of the examination.

VII. SPECIAL REQUESTS FOR THE EXAM ROOM

For good cause shown, applicants may be permitted to bring otherwise prohibited items into the exam room. Examples of items are pillows/lumbar supports, ergonomic chairs, book stand, wrist rest, medication, external keyboard, and religious attire. In addition, applicants may request a specific seating location in the exam room due to a medical condition.

The Bar will provide a room for nursing people. Nursing people may use the nursing room before and after the exam, during breaks and during the exam. An applicant must be accompanied by a proctor if the nursing room is used during the exam session.

All special requests for an exam must be made on the online admissions site no less than 18 days prior to the first day of the exam. All requests must be supported (if applicable) by a doctor's note.

VIII. LAPTOP USE AND TECHNOLOGY FEE REQUIRED FOR BAR EXAM

A laptop computer is required for all applicants sitting for the bar exam. Applicants for the bar exam must pay a Technology Fee and download ITS exam software through their NCBE account. The ITS exam software must be purchased and downloaded for each administration of the exam, even if used in the past. Applicants must sign a waiver of liability from ITS and the NCBE. Applicants who do not pay the Technology Fee and download the software by 4:00 p.m. PT the Friday before the first day of the exam will not be permitted to sit for the exam. There is no handwriting option available for the NextGen UBE.

IX. EXAMINATION PROVISIONS

A. Exam Security Policies & Exam Site

All applicants for all exams are to abide by the Exam Security Policy and any other exam policies or procedures established by the Bar, the NCBE, or the Washington Supreme Court.

Only applicants, WSBA staff, WSBA volunteers with permission from staff, proctors, WSBA vendors, and exam site staff and vendors are permitted at the exam site. The only exception is for representatives from law schools and WSBA approved programs who may be present in designated areas during the lunch break or at the end of the second day of the bar exam. Law school representatives should notify WSBA in advance and follow instructions from the WSBA. No pets are allowed at the exam site. Service animals may be approved as part of a testing accommodations request.

Applicants must be seated in the exam room prior to the start of exam instructions. Applicants arriving late or who are not in their assigned seat in the exam room at the start of oral instructions will not be permitted to sit for the exam.

B. Grading and Results for All Examinations

(1) Grading of examinations shall be anonymous. Graders shall be provided exam answers with only the applicant ID number to identify to whom the answer belongs. Names or other personal information that would identify an applicant is not provided to the graders. All information matching names and numbers of the applicants shall be kept in the custody of the Bar until all examinations have been graded and each examination has been given either a pass or fail grade by applicant number only.

(2) There is no review or appeal of final examination results. APR 4(b).

(3) The names of successful applicants will be posted on the Bar's website.

(4) Unsuccessful exam applicants may reapply and retake the exam in the same manner as any other applicant.

C. Lawyer Bar Examination

(1) All lawyer bar exam applicants must pass the NextGen Uniform Bar Exam (UBE) prepared and coordinated by the National Conference of Bar Examiners. The UBE is administered over one and a half days in accordance with the procedures established by the NCBE and the Bar.

(2) The Board of Bar Examiners is responsible for the grading of the written answers on the UBE. In

order to assure fairness and uniformity in grading, the Board of Bar Examiners shall follow NCBE prescribed standards for grading to be used by all graders. The Board of Bar Examiners shall, as soon as practicable and within any guidelines prepared by the NCBE, certify the scores on the written portions for all applicants who have taken the UBE.

(3) Upon completion of the grading and certification, the Bar shall cause each lawyer bar exam applicant to be notified of the result of the examination. All results shall be reported to the NCBE in accordance with procedures established by the NCBE.

(4) All lawyer bar exam applicants will be provided with their final official scaled UBE score and any exam information the NCBE authorizes the Bar to share with applicants; and that same results information will be shared with the applicant's law school. Unsuccessful lawyer bar exam applicants will receive any additional materials authorized by the NCBE to be provided to applicants. No other raw scores, results information, or examination materials will be provided to applicants.

D. Washington Law Component

All applicants qualifying for admission as a lawyer under APR 3 and APR 25 must pass the Washington Law Component (WLC). The WLC is comprised of online materials and an online multiple-choice test based on areas or subjects of law that are specific to Washington State. The Board of Bar Examiners is responsible for the content of the WLC and shall publish the Washington state specific materials for applicants.

The WLC is self-administered by applicants and is available to applicants online after submitting the application. There is no fee to take the WLC. The WLC is an open-book test. Applicants may take the WLC as many times as necessary to achieve the minimum pass score. There is a mandatory waiting period of 24 hours after failing to pass the WLC the first time. Subsequent fails of the WLC require a 72-hour waiting period before retaking the test. The WLC minimum pass score is 80% correct. If after passing the WLC, an applicant fails the UBE, withdraws their application, or their application is disqualified that applicant must retake and pass the WLC after submitting a new application.

X. UBE SCORE TRANSFER APPLICANT PROVISIONS

UBE score transfer applicants must have a qualifying UBE score.

UBE score transfer applicants may apply in Washington as a UBE score transfer applicant while applying in a different UBE jurisdiction to take the UBE, with the intent of transferring a qualifying score from that jurisdiction to Washington. The applicant must notify the Bar of the jurisdiction where the applicant will take the UBE.

Applicants are not permitted to apply at the same time for admission in Washington as both an applicant to take the UBE in Washington and an applicant seeking to transfer a UBE score to Washington.

XI. EFFECT ON BAR EXAM APPLICATIONS AND APR 25 PETITIONS FOR REINSTATEMENT SUBMITTED PRIOR TO FEBRUARY 1, 2026

These Admissions Policies shall not apply to bar exam applications submitted prior to February 1, 2026, or to APR 25 petitions for reinstatement where the applicant or petitioner sat for the bar exam prior to

2026; instead, such bar exam applications and petitions shall be governed by the policies dated September 1, 2024. If an applicant or petitioner for reinstatement later sits for a bar exam in 2026 or later, then these policies shall apply to the application or petition.

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Kari Petrasek, Chair, STAR Council

DATE: August 21, 2026

RE: STAR Council Five-Year Evaluation and Recommendation

Report: STAR Council Five-Year Evaluation and Recommendation to Continue the STAR Council with a Follow Up Evaluation in Five Years.

I. Introduction & Purpose

The Small Town and Rural (STAR) Council was established to strengthen and support the practice of law in rural communities throughout Washington state. The Council's mission is to ensure that rural legal practice is present, growing, and thriving, and to guide policy and program development that improves access to justice and builds a sustainable pipeline of practitioners. This memo presents the required five-year evaluation, as articulated in the STAR Council Charter, and provides a recommendation regarding the Council's future.

II. Committee Evaluation Structure

Per the Charter and prior evaluation guidance, this memo addresses:

1. **Assessment of the Council's Work and Impact**
2. **Survey Findings Relevant to Evaluation Objectives**
3. **STAR Council Deliverables & Alignment with Charter Objectives**
4. **Focus Areas Identified for Future Work**
5. **Determination of Ongoing Need**
6. **Recommendation for Continuation or Sunset**

III. Assessment of the Council's Work and Impact

A. Community Education & Outreach

- **Summits & Panels:** Annual STAR Summits (Spokane, Toppenish, Ellensburg) have convened rural practitioners, judges, and law students, with attendance ranging from 47 to 71 participants. Panels at law schools and virtual events have engaged both current and aspiring rural lawyers.
- **Legal Lunchbox CLEs:** STAR Council has delivered high-impact CLEs, including "Legal Issues Affecting Farm Workers," "APR6 Law Clerks in Rural Practice," and "Recognizing Indian Law Issues in State Civil & Criminal Cases," with registration numbers exceeding 2,000 and attendance consistently above 1,200.
- **Outreach Events:** Targeted outreach in Yakima and rural practice awareness months have increased visibility and engagement.
- **Meetings:** The STAR Council hosts monthly meetings, which are open to the public and often attended by many members of the public.

B. Pipeline & Placement Programs

- **Rural Internship Grants:** Since 2024, STAR has awarded over 30 internship grants to law students, supporting placements in various nonprofit, government, and private firm roles in rural communities and incentivizing rural practice. Recipients represent all Washington law schools and several out-of-state institutions. The program has also received support from WSBA Sections, including donations to the grant program from the Family Law and Solo & Small Practice Sections.
- **Hiring Events:** Since 2023, STAR's virtual hiring events hosted by Gonzaga School of Law in collaboration with Seattle University School of Law and University of Washington School of Law have connected rural legal employers with law students and recent graduates, generating a total of 162 job postings, 314 job applications, and many employment offers for summer internships and post-graduate positions.

C. Job Opportunities & Clearinghouse

- **Career Center Discounts:** STAR Council launched and maintains a rural employer discount for job postings, with over 120 eligible positions in 2024 and steady usage since inception.
- **Succession Planning:** Panels and summit sessions have addressed succession and practice transition, supporting retiring practitioners and continuity in rural communities.

D. Partnerships & Service

- **Rural Day of Service:** STAR Council partnered with Northwest Justice Project (NJP) in 2025 and 2026 and Inland Empire Legal Aid (IELA) in 2026 to deliver pro bono legal services in rural towns, engaging volunteer attorneys and serving dozens of community members.
- **Summit:** In 2026, the STAR Council partnered with the WSBA Access to Justice (ATJ) Board to deliver a joint pre-Summit reception in Ellensburg, WA.

IV. Survey Findings Relevant to Evaluation Objectives

A. Awareness & Utilization

- **Members:** Most rural practitioners are only slightly or moderately familiar with STAR Council programs. Legal Lunchbox CLEs and hiring events are the most utilized offerings, with over 50% of survey respondents indicating they have attended STAR Council's Legal Lunchbox CLEs.
- **Future Lawyers:** Awareness is limited, with many learning about STAR Council through law school communications or survey prompts. About 35% of survey respondents indicated that the internship grants are the most recognized program. The second and third most recognized STAR Council programs are Legal Lunchbox CLEs and the Summit, respectively.

B. Impact & Value

- **Members:** While some report positive outcomes (internship grants, summits), most do not perceive a significant change in practice due to participation in STAR Council programs to date. Mentorship for rural attorneys and succession planning remain areas of need.
- **Future Lawyers:** Motivations for aspiring lawyers considering rural practice include community impact, family ties, and bridging access to justice gaps. Barriers include compensation, job security, mentorship, and housing.

C. Pipeline & Succession

- **Internship Placements & Retention:** STAR Council grants have facilitated placements, but conversion to permanent roles and retention require additional time to evaluate as most grant recipients are still law students. Succession planning resources are requested by practitioners nearing retirement.

D. Access to Justice & Practice Infrastructure

- **Pro Bono & Public Defense:** Approximately 60% of respondents reported providing pro bono services independently or through a QLSP. Barriers identified include time, conflicts, and cost. Public defense coverage is often inadequate.
- **Practice Infrastructure:** Survey respondents indicated infrastructure gaps (e-filing, tech, support services) persist in rural areas.

E. Economic Viability

- **Major Barriers:** Client ability to pay, student loan burden, housing, and market size are the most significant obstacles to rural practice and recruitment.

F. Practice Area Needs

- **Top Needs:** Family law, criminal defense, and landlord-tenant are the most cited areas needing additional representation.

V. STAR Council Deliverables & Alignment with Charter Objectives

The STAR Council's deliverables directly further the Charter's objectives:

- **Education & Outreach:** Summits, panels, CLEs, and awareness campaigns have increased visibility, built new connections, and fostered collegiality.
- **Pipeline Development:** Internship grants and hiring events have paired law students with rural employers and created opportunities for law students to intern and recent graduates to practice in rural communities. Recent feedback gathered from the FY24 and FY25 internship grant recipients indicated that those still enrolled in law school after receiving a grant are still planning to practice in a rural area. For those grant recipients who are now licensed to practice, one is employed as a public defender in Douglas County. We also heard anecdotally from other sources that one recipient spent one year as a public defender in Franklin County. All feedback we have received from past grant recipients demonstrated that the grant program helped recipients afford the opportunity to garner legal experience in rural areas and cemented or maintained their interest in practicing in rural communities in the future.
- **Job Opportunities:** Career center discounts and succession planning support have improved access to rural job opportunities and continuity.
- **Partnerships:** Rural Day of Service and collaborations with legal aid organizations have expanded access to justice and engaged practitioners in service.

VI. Focus Areas Identified for Future Work

Based on survey results and Council review, STAR has identified the following priorities:

- **Expand Mentorship Opportunities:** Develop structured mentorship programs and mixers to connect rural practitioners and new lawyers.
- **Targeted Promotion of Hiring Events/Career Center Discounts:** Target rural practitioners and employers on a regular basis to raise awareness of these benefits and initiatives.

- **Engage Wider Segment of Rural Practitioners:** Partner with the Washington New Member Committee (WNMC) to engage new members in rural communities. Furthermore, the STAR Council wants to strengthen current relationships with entities like the ATJ Board and increase partnerships with other organizations working in similar spaces, such as affinity bar associations and legal aid organizations, to effectively meet with practitioners in their rural communities.
- **Increase Outreach & Visibility:** Enhance law school presentations and networking opportunities, targeted advertising, and support for rural practice pathways.
- **Support Economic Viability:** Advocate for financial incentives, housing assistance, and resources for rural practitioners.
- **Strengthen Succession Planning:** Provide resources and programming for retiring practitioners and practice transitions.
- **Conduct Further Research Regarding WSBA Membership Decline:** The attached WSBA demographic reports and associated spreadsheet with comparison of active membership numbers per county in 2022 compared to 2026 show that while WSBA membership in Washington state has grown, due to imperfect address data, additional research needs to be conducted to understand the impact on a county-by-county basis.

VII. Determination of Ongoing Need

The survey and evaluation demonstrate that STAR Council's work is not yet fully institutionalized within WSBA operations. Persistent gaps in awareness, mentorship, economic viability, and access to justice indicate ongoing need for a dedicated advisory entity. The Council's deliverables have made measurable progress, but continued focus and evaluation are warranted, particularly in assessing outcomes of the rural practice internship grants and engagement in the Council's programs. The key focus for STAR Council's next five-year cycle will be gathering data to determine how successful the Council has been in growing engagement and participation now that the Council and programs have become more established.

VIII. Recommendation for Continuation or Sunset

The STAR Council recommends continuation for another five-year cycle to allow adequate time to evaluate the effectiveness of programs such as the internship grant and hiring events. The Council will focus on expanding mentorship, engaging new members, and addressing economic and infrastructure barriers. A formal re-evaluation should be conducted in four years, with ongoing assessment of impact and alignment with WSBA's mission.

Respectfully submitted,

Kari Petrasek
Chair, STAR Council

Attachments
2020 Survey of Rural Practitioners
2026 Survey of Rural Practitioners
2026 Survey of Future Lawyers
STAR Council Charter
STAR Deliverables (All Time)
2022-2026 WSBA Membership County Data

WSBA RISK ANALYSIS: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

Please see risk analysis memo provided with confidential materials.

WSBA FISCAL ANALYSIS: *This section is to be completed by the Finance Department, with input from the proposing entity or individual.*

The recommendation to extend the STAR Council for another five years will have fiscal implications, mainly covering funding for its administration and ongoing activities. Administrative costs include staff support of the Council, its activities, and related direct expenses. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and does not require additional staff or allocation of resources from other internal sources. Council expenses, predominantly allocated for meeting attendance, are budgeted at $7,500 for both fiscal years 2026 and 2027. Actual expenditures have historically fallen below this budgeted amount. The Council's programs and events depend on their annual workplan; for example, $70,000 is allocated for FY 2026, with year-to-date expenditures totaling $62,004. Most of these costs are related to hosting the STAR Summit and awarding grants, while seminar registration fees for the summit have been minimal, bringing in less than $1,000. Going forward, the summit will be held on the off year of the ATJ conference.

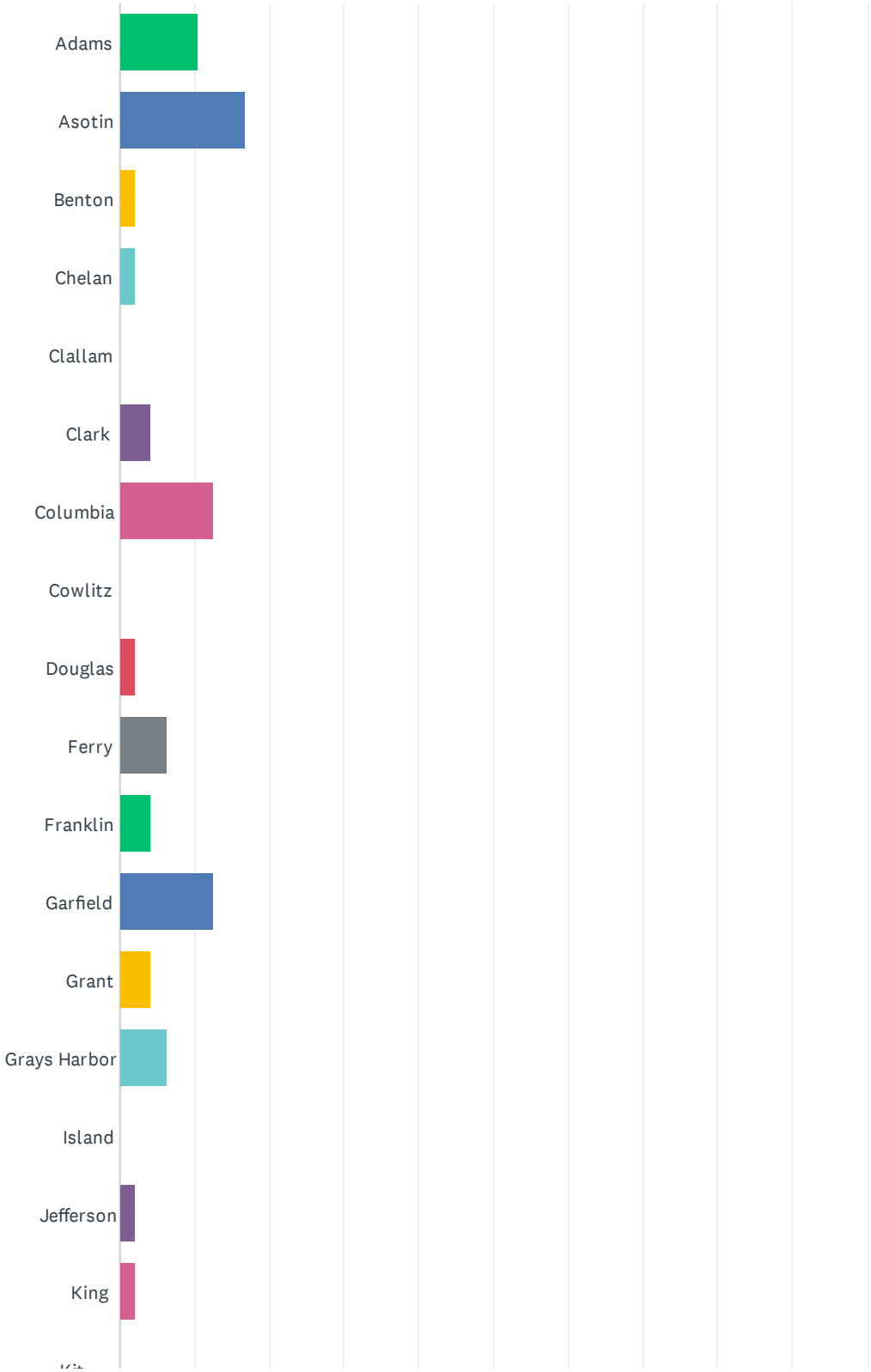
WSBA EQUITY ANALYSIS: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

The STAR Council's purpose is in part to address the inequities in access to affordable legal services in rural areas. Through their convenings and programs, they have made headway in bringing attention to and implementing solutions aimed at addressing inequities. The continuation of the STAR Council will give it the time it needs to address systemic inequities faced by rural communities. The Council will not only be able to evaluate the effectiveness of their current programs but can also create and deepen partnerships with others like legal aid organizations, the Access to Justice Board and criminal system agencies who are also working to address the rural legal access gap.

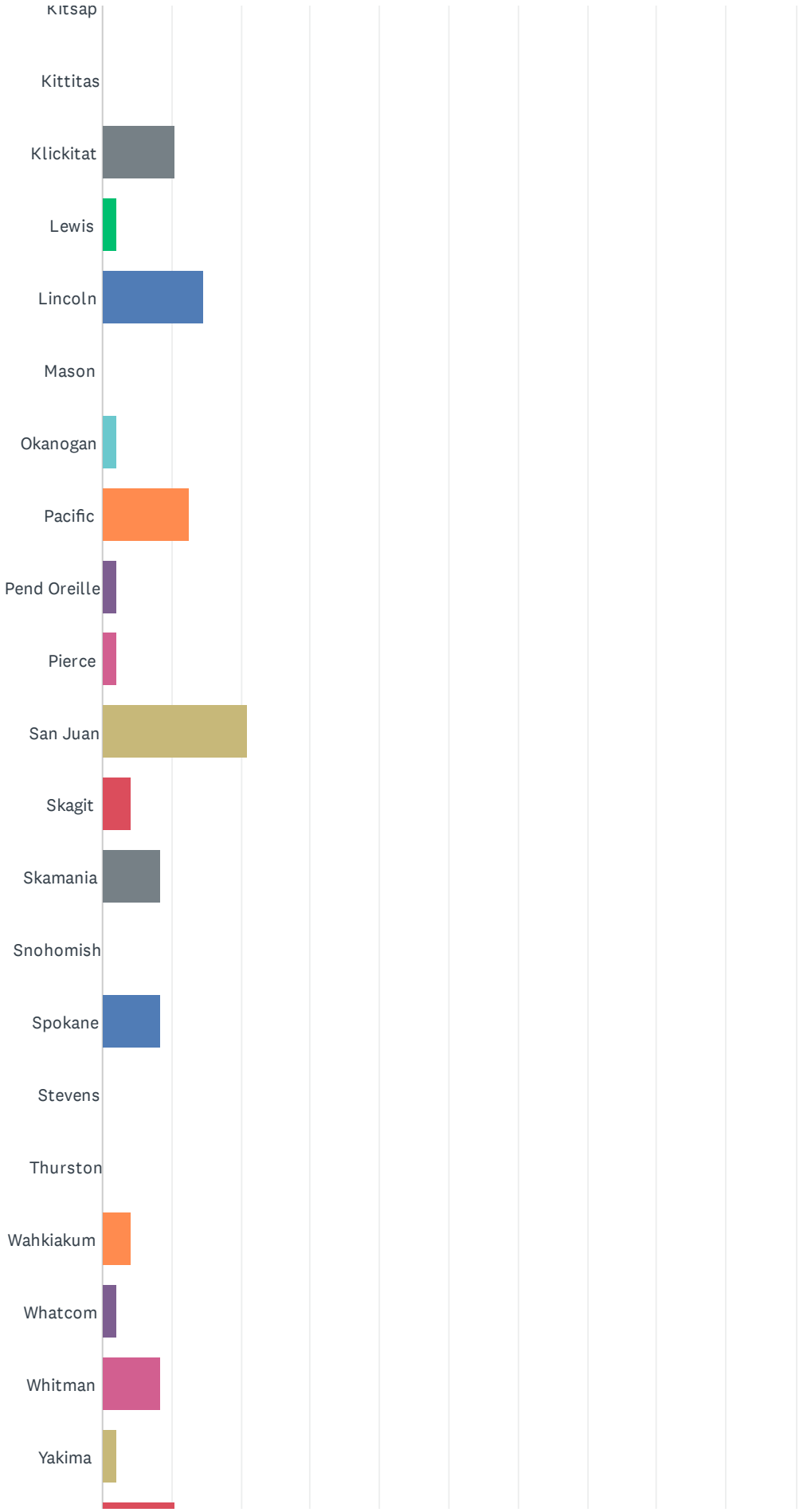
AI Disclosure: This document was created with the assistance of Microsoft CoPilot and checked for accuracy by ADV Director.

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.

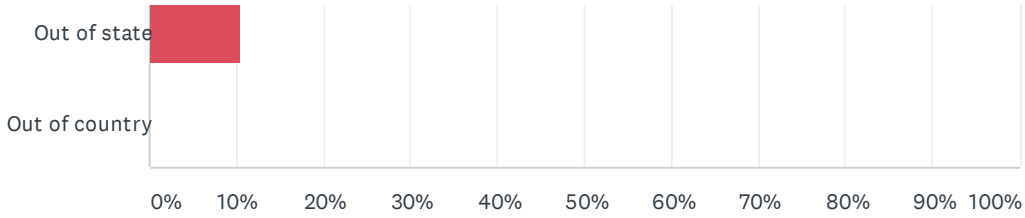
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Kitsap
Kittitas
Klickitat
Lewis
Lincoln
Mason
Okanogan
Pacific
Pend Oreille
Pierce
San Juan
Skagit
Skamania
Snohomish
Spokane
Stevens
Thurston
Wahkiakum
Whatcom
Whitman
Yakima

219


Out of state
Out of country
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%

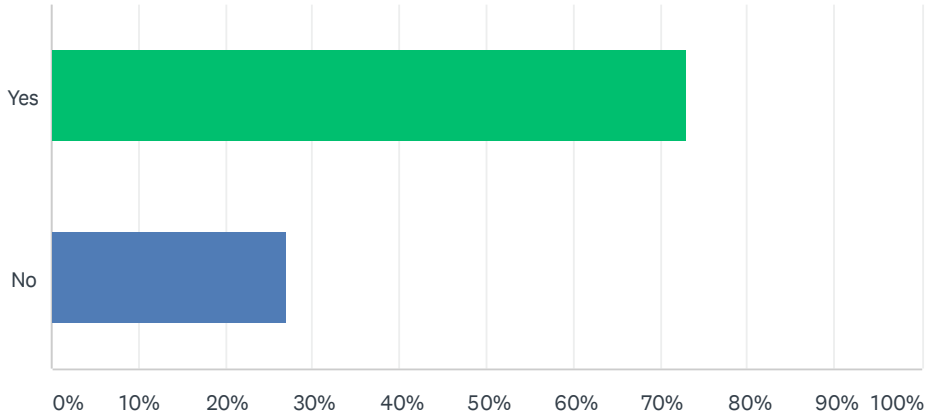
ANSWER CHOICES	RESPONSES	
Adams	10.42%	5
Asotin	16.67%	8
Benton	2.08%	1
Chelan	2.08%	1
Clallam	0.00%	0
Clark	4.17%	2
Columbia	12.50%	6
Cowlitz	0.00%	0
Douglas	2.08%	1
Ferry	6.25%	3
Franklin	4.17%	2
Garfield	12.50%	6
Grant	4.17%	2
Grays Harbor	6.25%	3
Island	0.00%	0
Jefferson	2.08%	1
King	2.08%	1
Kitsap	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

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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?

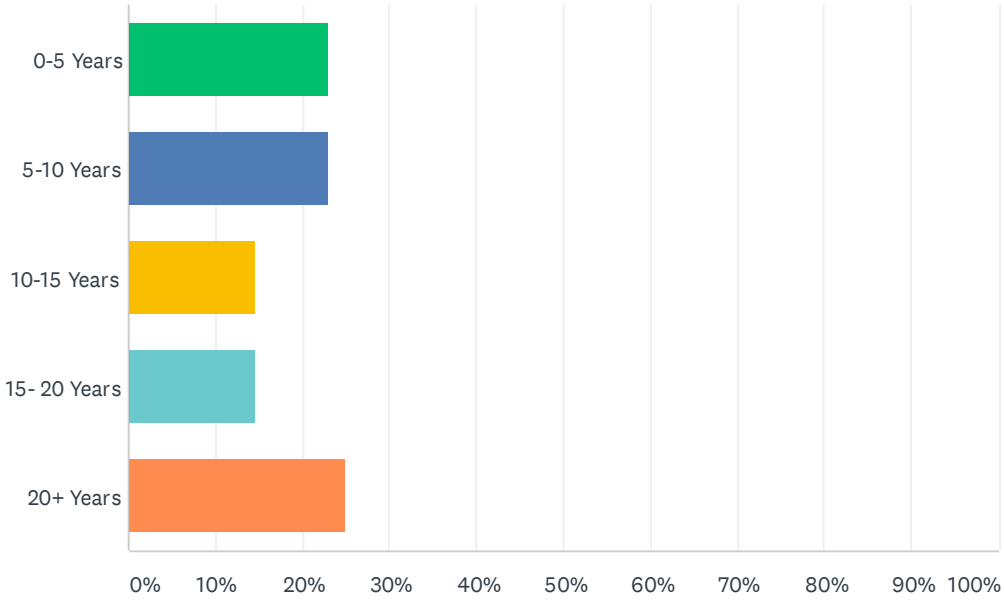
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ANSWER CHOICES	RESPONSES	
Yes	72.92%	35
No	27.08%	13
TOTAL		48

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?

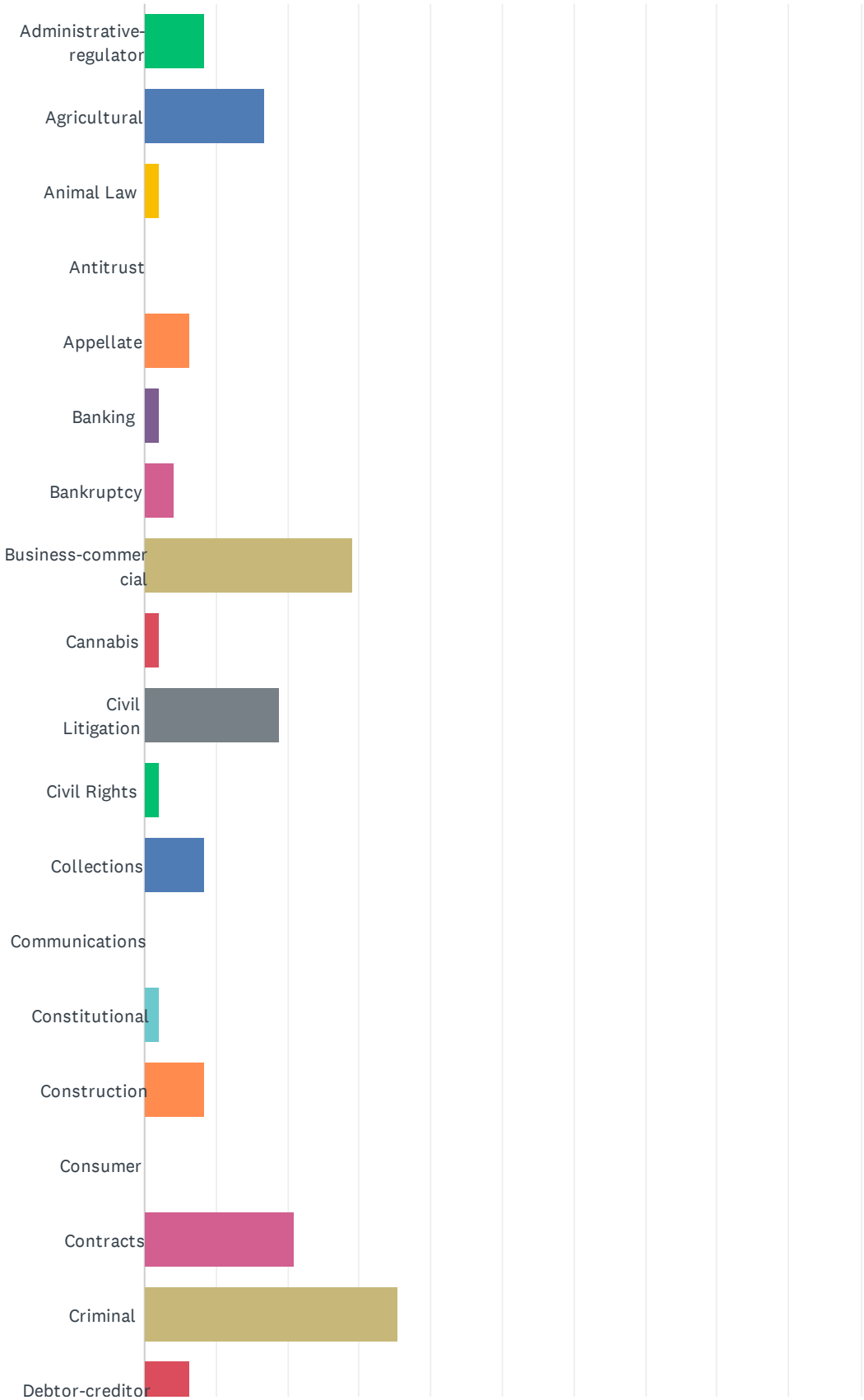
Answered: 47 Skipped: 1

#	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 colegial, 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

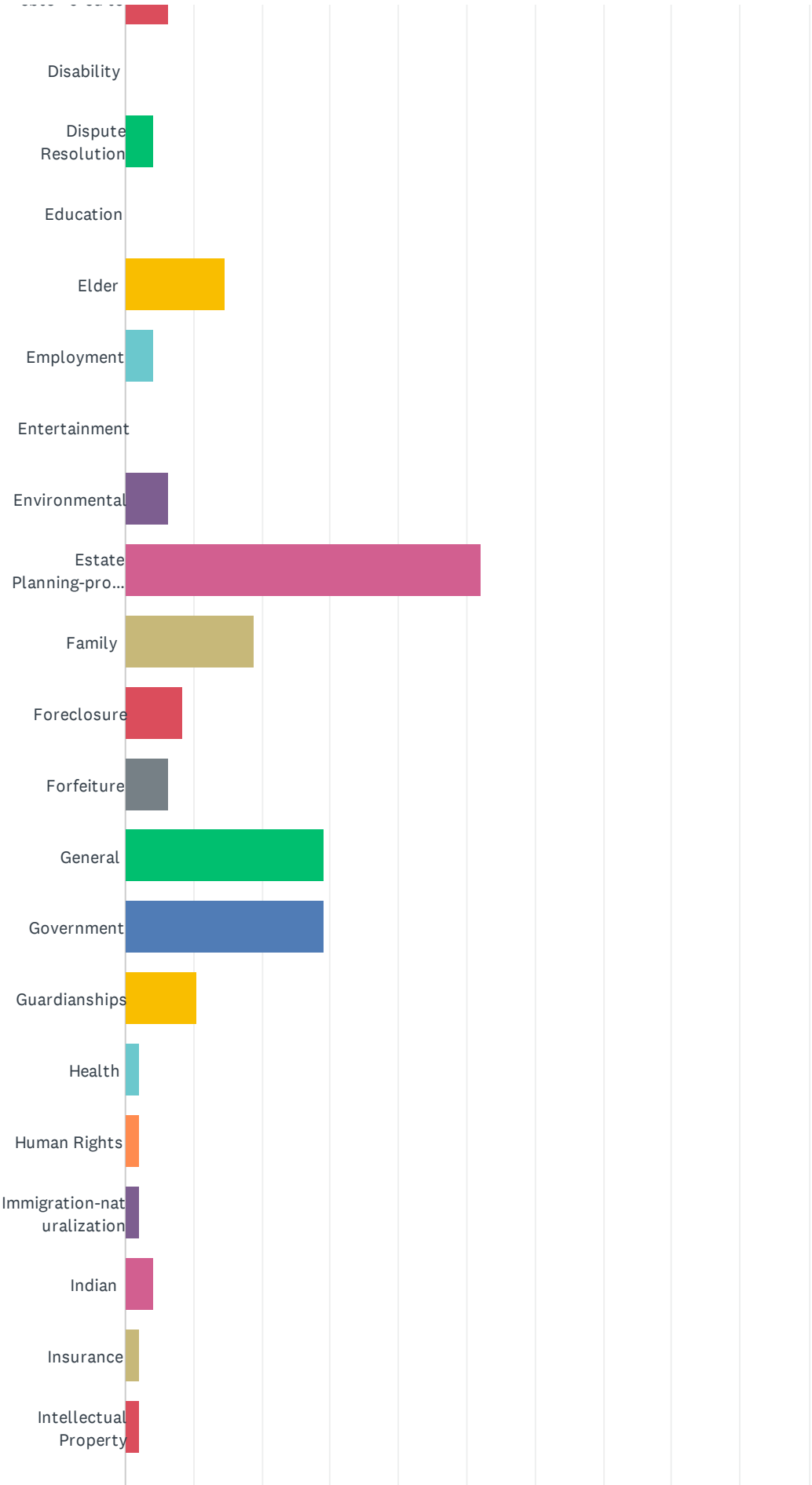
28	I enjoy this community	4/6/2020 9:37 AM
29	I was born and raised in the community in which I am now practicing law. I love living here and I have always intended to come back to work and raise my own family here.	4/5/2020 12:27 PM
30	Ease of transition--I knew the other attorneys. Also I got a job 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.

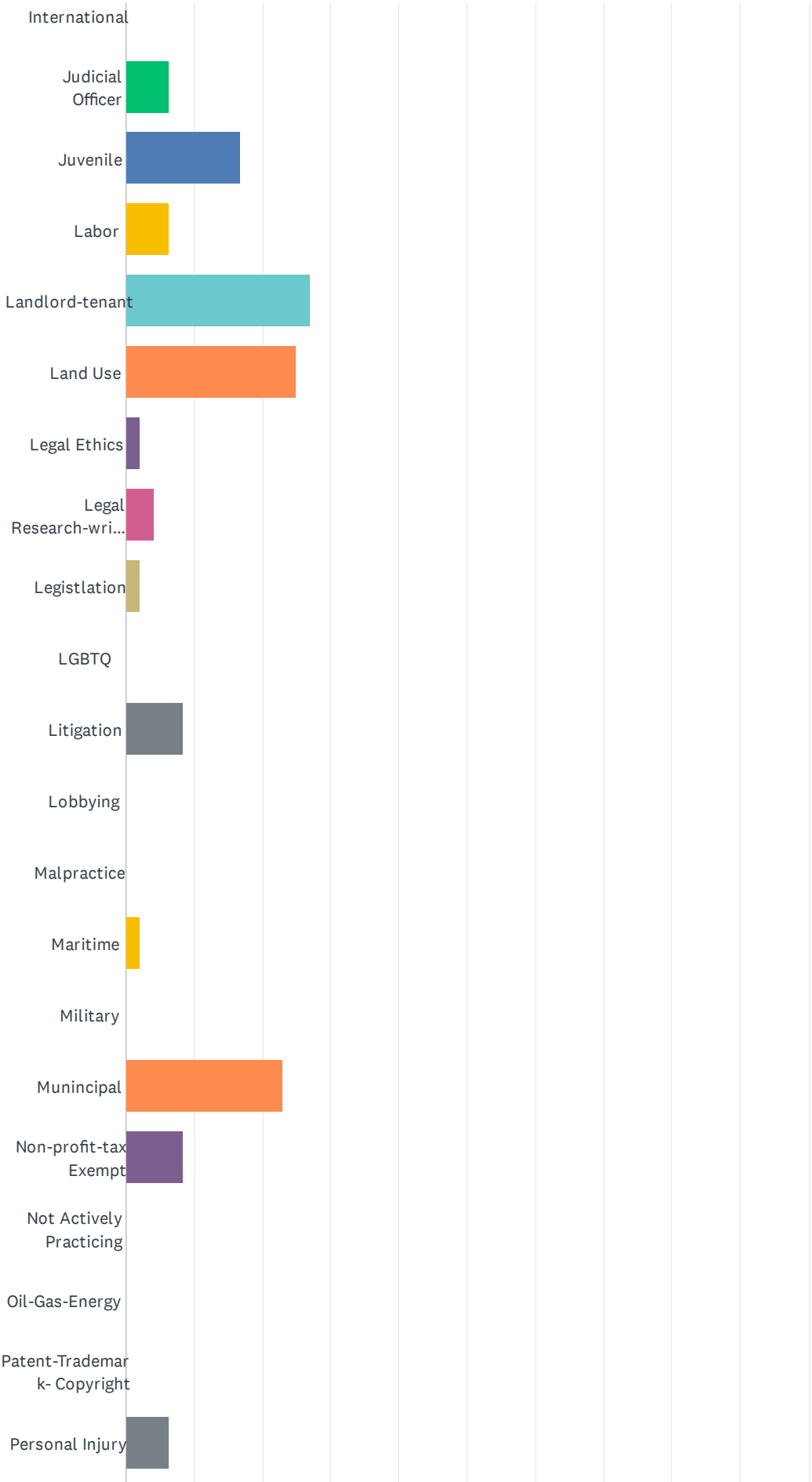
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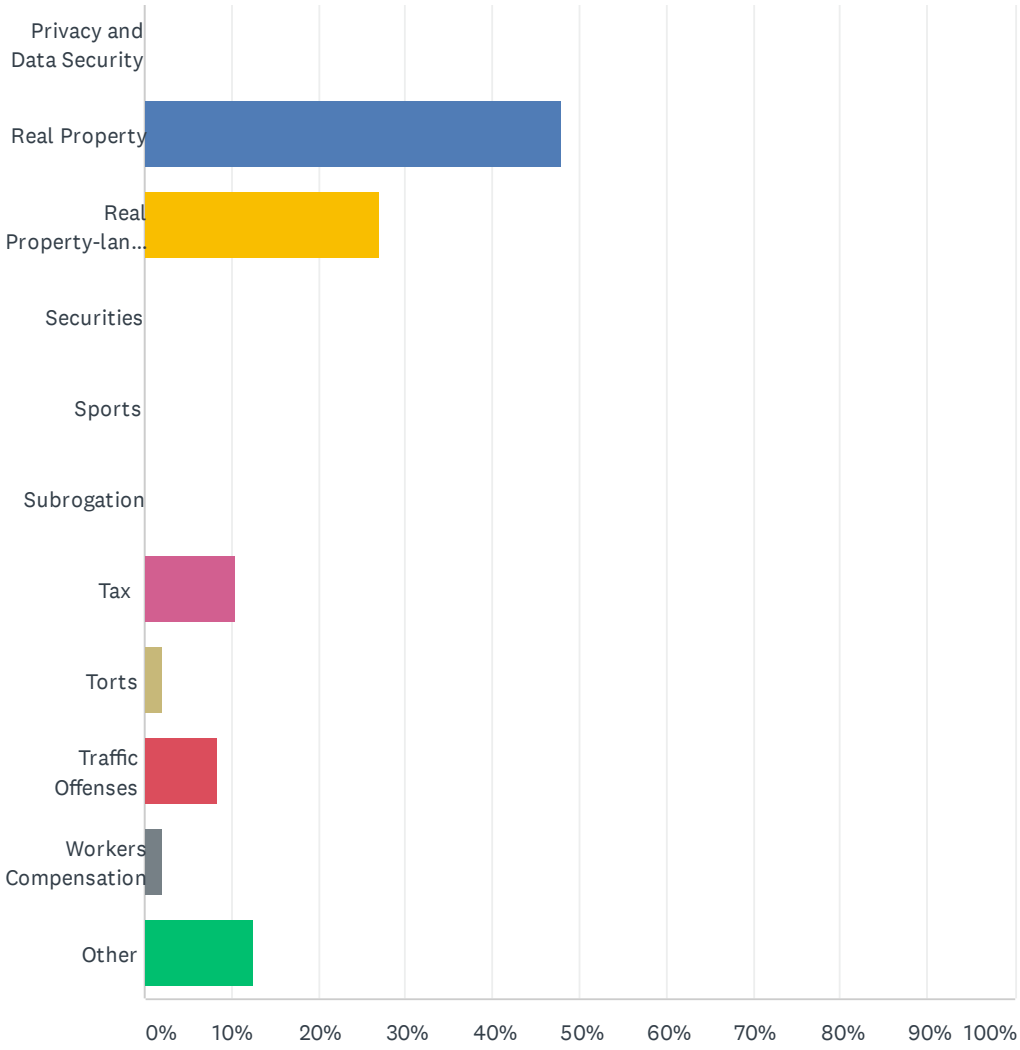
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Disability
Dispute Resolution
Education
Elder
Employment
Entertainment
Environmental
Estate Planning-pro...
Family
Foreclosure
Forfeiture
General
Government
Guardianships
Health
Human Rights
Immigration-naturalization
Indian
Insurance
Intellectual Property

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International
Judicial Officer
Juvenile
Labor
Landlord-tenant
Land Use
Legal Ethics
Legal Research-wri...
Legistlation
LGBTQ
Litigation
Lobbying
Malpractice
Maritime
Military
Munincipal
Non-profit-tax Exempt
Not Actively Practicing
Oil-Gas-Energy
Patent-Trademark- Copyright
Personal Injury

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Privacy and Data Security
Real Property
Real Property-lan...
Securities
Sports
Subrogation
Tax
Torts
Traffic Offenses
Workers Compensation
Other
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%

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

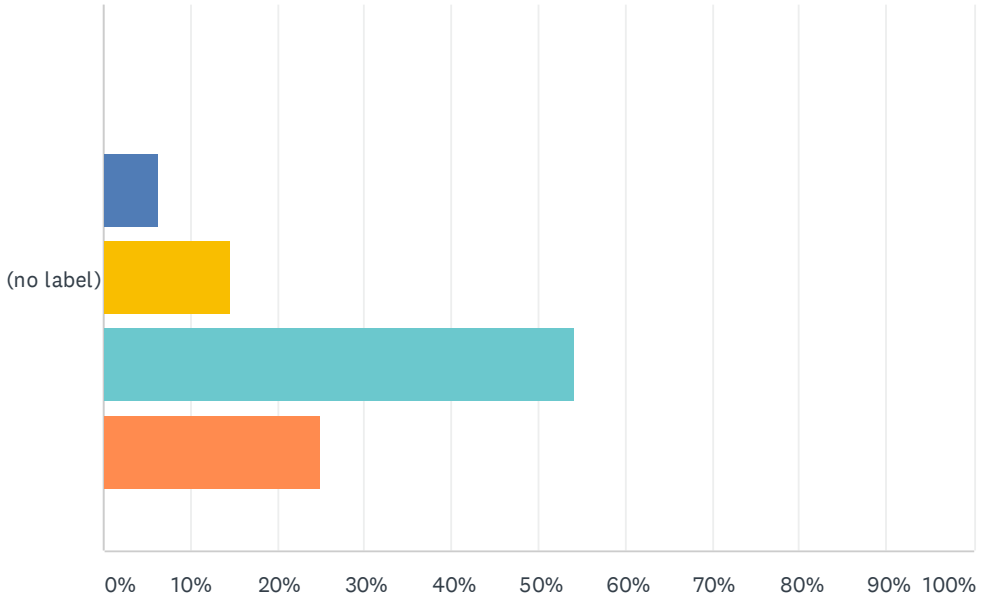
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Guardianships	10.42%	5
Health	2.08%	1
Human Rights	2.08%	1
Immigration-naturalization	2.08%	1
Indian	4.17%	2
Insurance	2.08%	1
Intellectual Property	2.08%	1
International	0.00%	0
Judicial Officer	6.25%	3
Juvenile	16.67%	8
Labor	6.25%	3
Landlord-tenant	27.08%	13
Land Use	25.00%	12
Legal Ethics	2.08%	1
Legal Research-writing	4.17%	2
Legistlation	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
Munincipal	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?

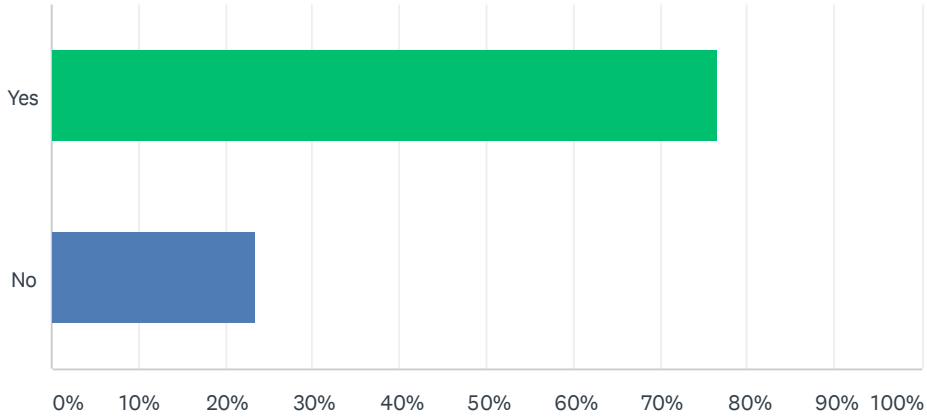
Answered: 48 Skipped: 0



	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.	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

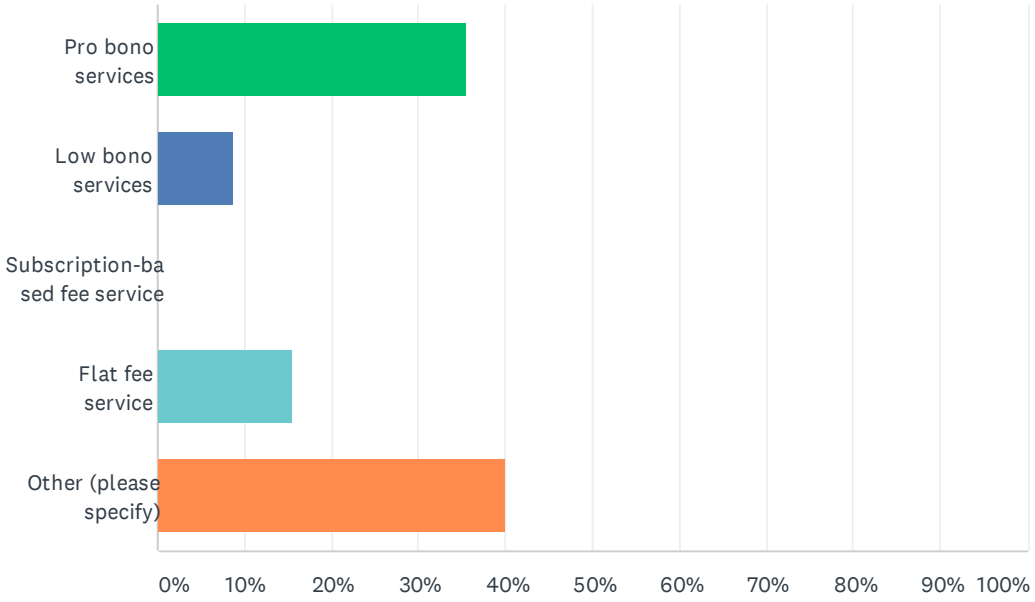
Q8 If not, where are they from?

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

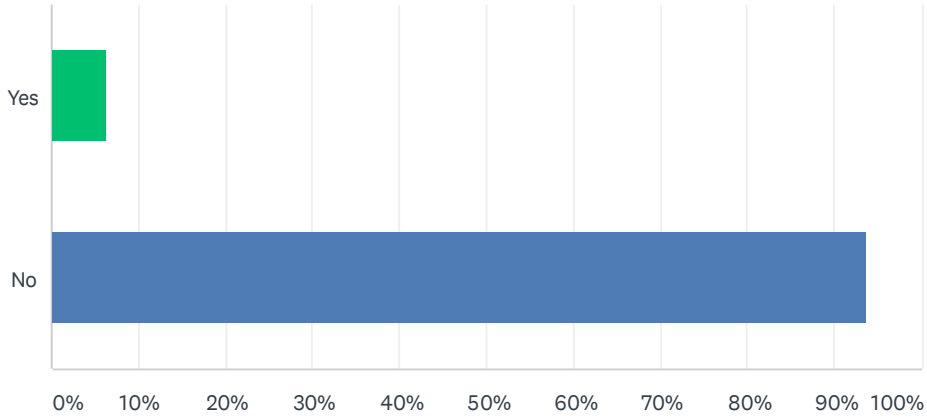


ANSWER CHOICES	RESPONSES	
Pro bono services	35.56%	16
Low bono services	8.89%	4
Subscription-based fee service	0.00%	0
Flat fee service	15.56%	7
Other (please specify)	40.00%	18
TOTAL		45

#	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

240

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

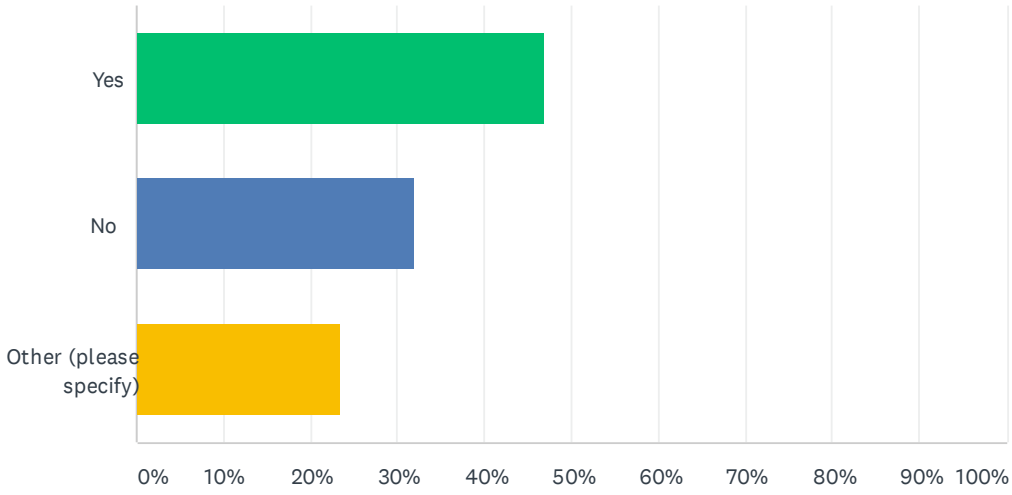
Answered: 46 Skipped: 2

#	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?

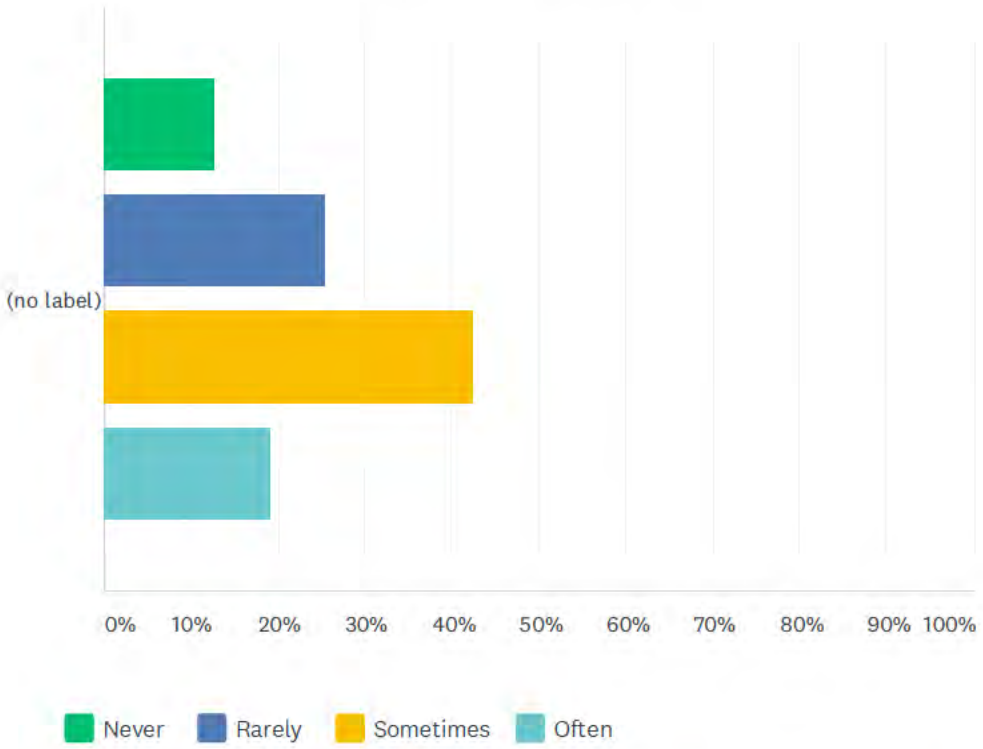
Answered: 45 Skipped: 3

#	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?

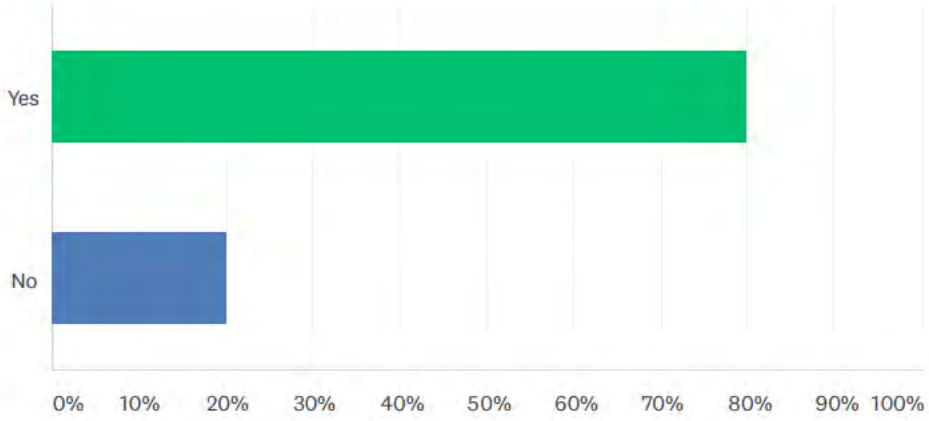
Answered: 47 Skipped: 1



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

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

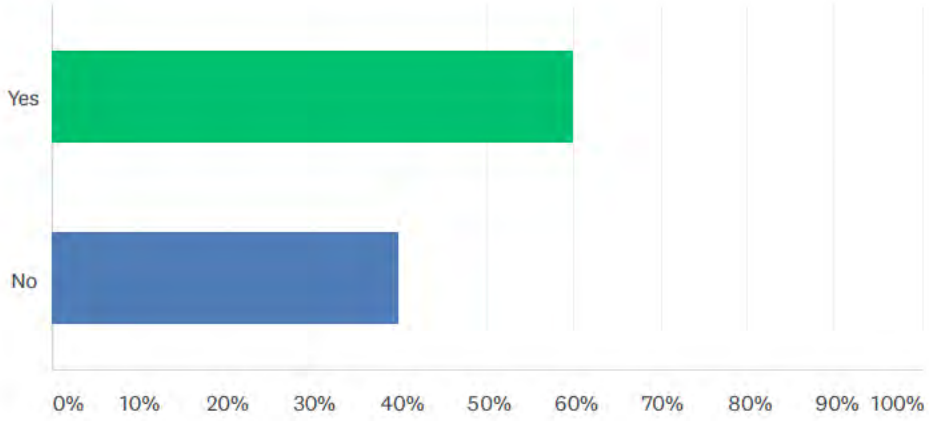
Answered: 45 Skipped: 3



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 WSBAs activites 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

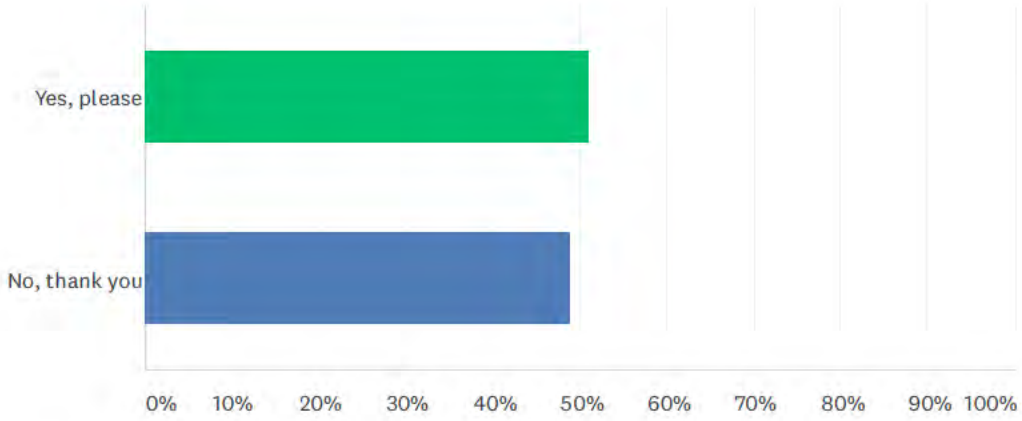
263

#	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 provived 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
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21	[redacted]	4/6/2020 12:17 PM
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23	[redacted]	4/5/2020 12:43 PM
24	[redacted]	4/3/2020 5:08 PM
25	[redacted]	4/3/2020 1:40 PM
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27	[redacted]	4/3/2020 11:07 AM
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29	[redacted]	4/3/2020 8:46 AM
30	[redacted]	4/3/2020 8:17 AM
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32	[redacted]	4/3/2020 7:27 AM
33	[redacted]	4/2/2020 7:33 PM
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36	[redacted]	4/2/2020 5:51 PM
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38	[redacted]	4/2/2020 4:06 PM

Q24 E-mail Address:

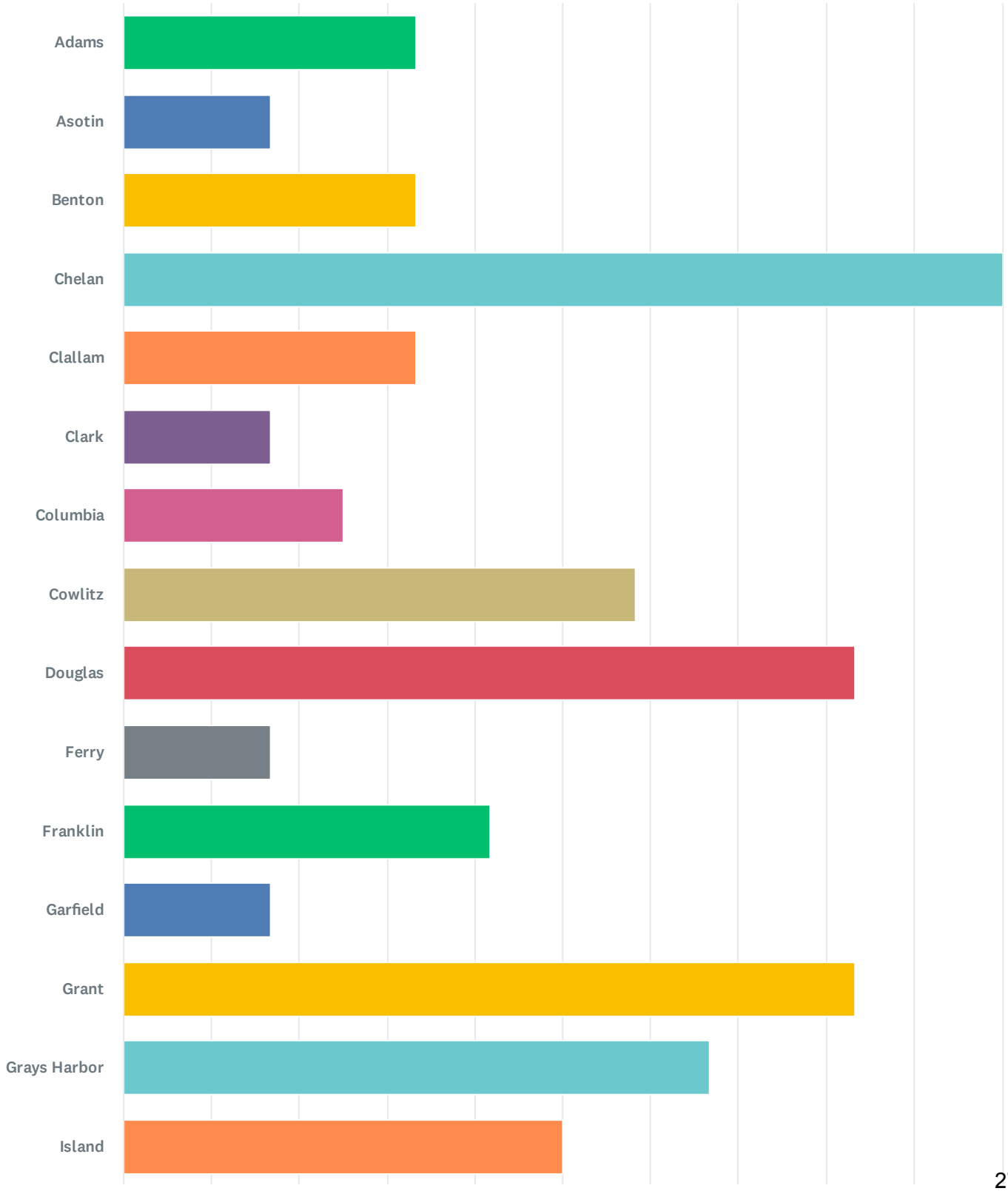
Answered: 38 Skipped: 10

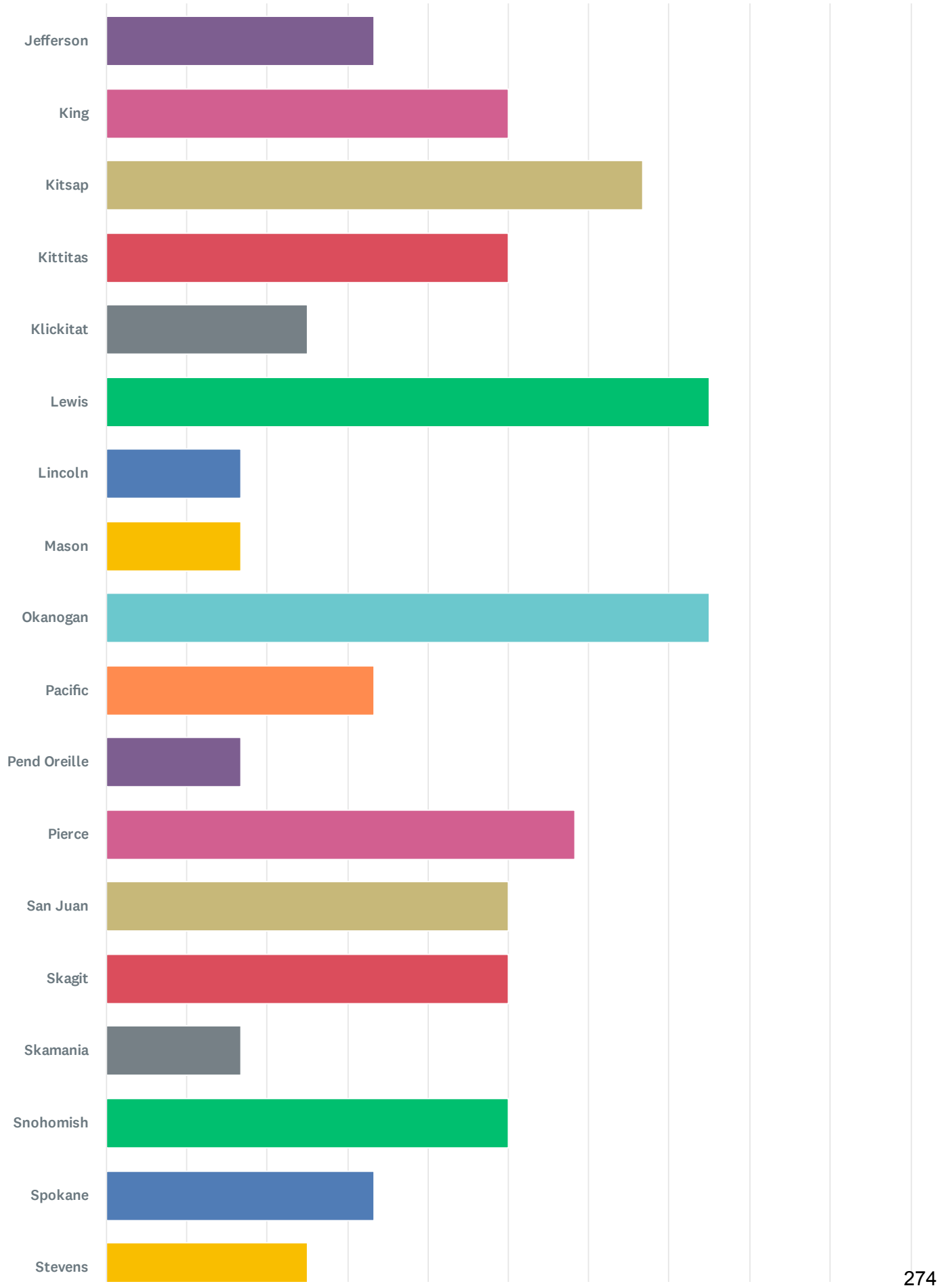
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2	[redacted]	5/1/2020 7:48 AM
3	[redacted]	4/30/2020 5:25 PM
4	[redacted]	4/30/2020 1:19 PM
5	[redacted]	4/30/2020 12:50 PM
6	[redacted]	4/30/2020 11:49 AM
7	[redacted]	4/30/2020 11:38 AM
8	[redacted]	4/30/2020 11:23 AM
9	[redacted]	4/30/2020 11:20 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]s	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

38	[redacted]	4/2/2020 4:06 PM

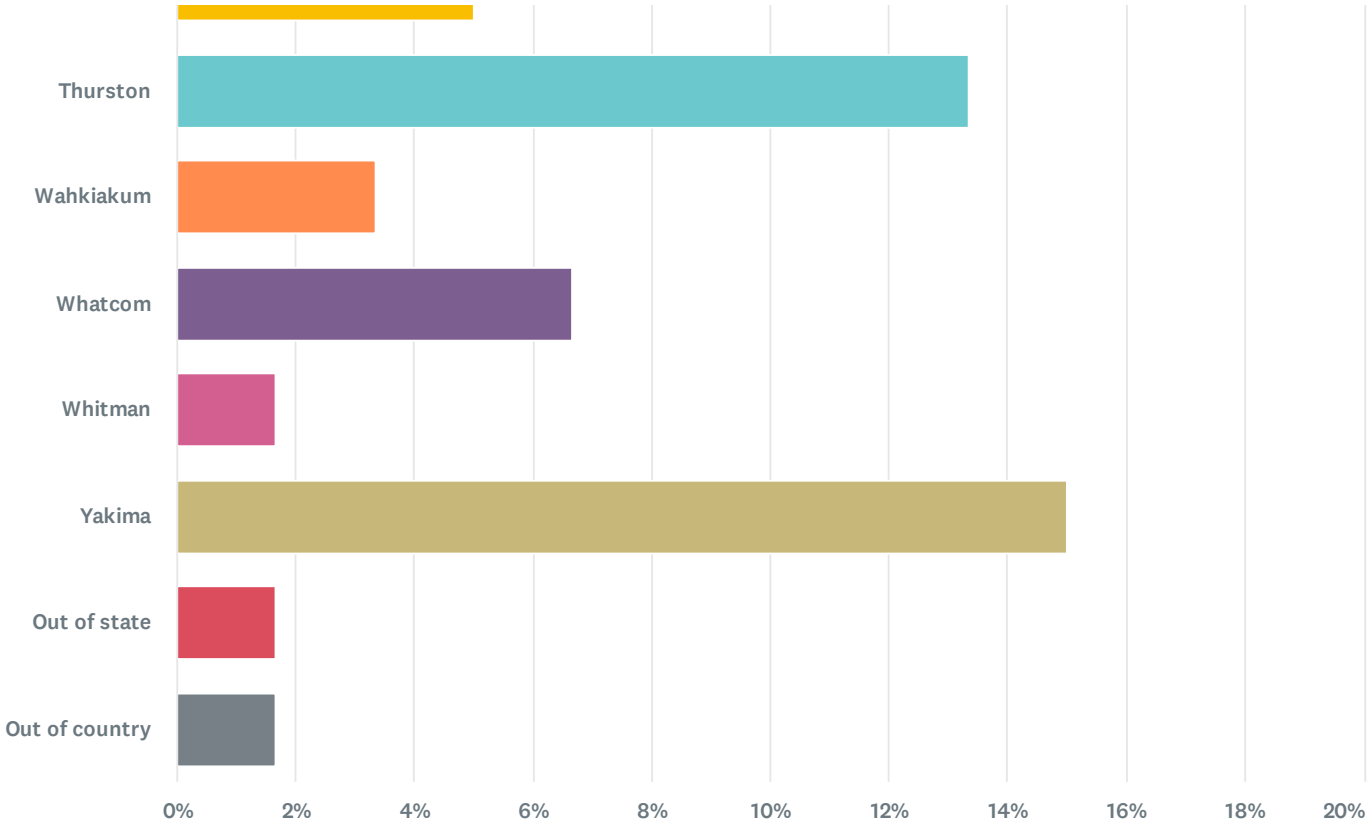
Q1 60 responses

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.




Jefferson
King
Kitsap
Kittitas
Klickitat
Lewis
Lincoln
Mason
Okanogan
Pacific
Pend Oreille
Pierce
San Juan
Skagit
Skamania
Snohomish
Spokane
Stevens

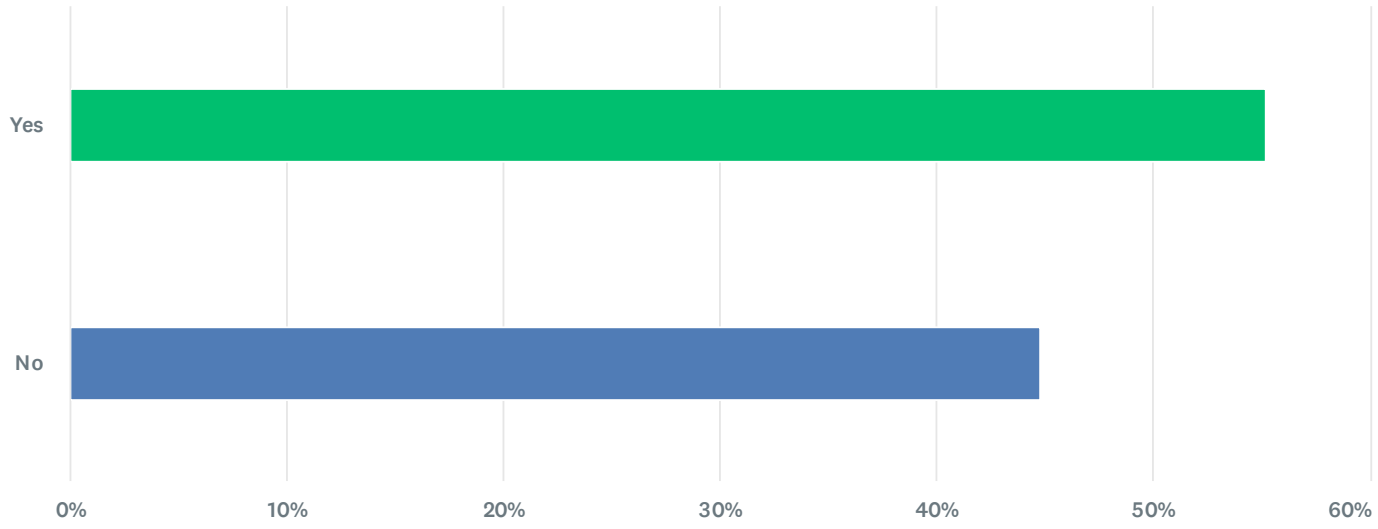
274


Thurston
Wahkiakum
Whatcom
Whitman
Yakima
Out of state
Out of country
0%
2%
4%
6%
8%
10%
12%
14%
16%
18%
20%

275

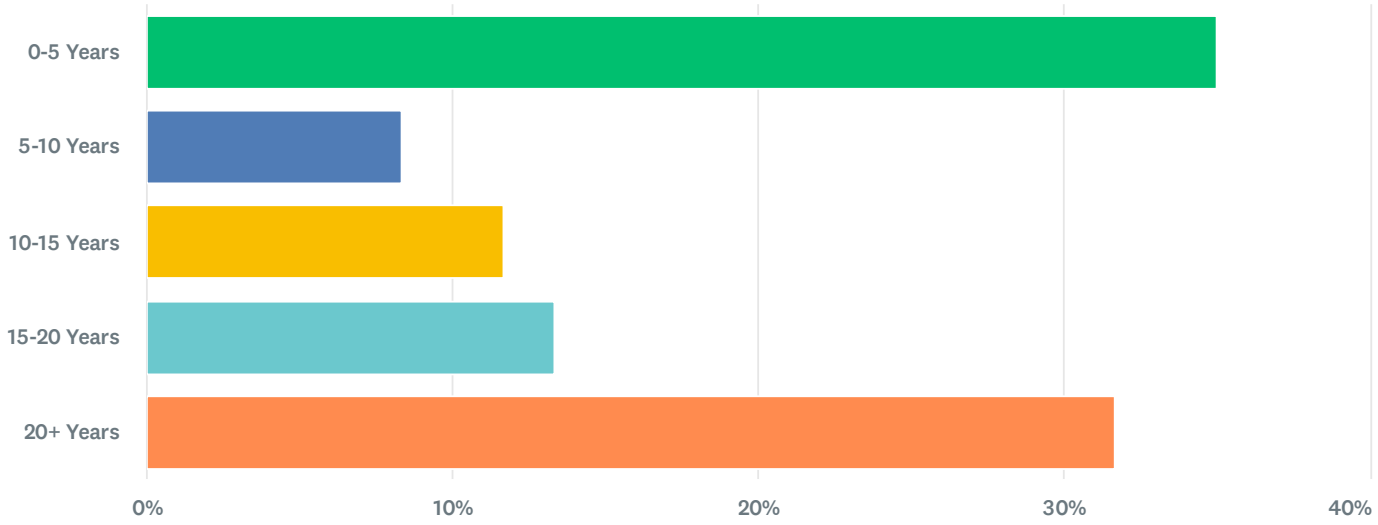
Q2 58 responses

Are you from the community where you practice?



Q3 60 responses

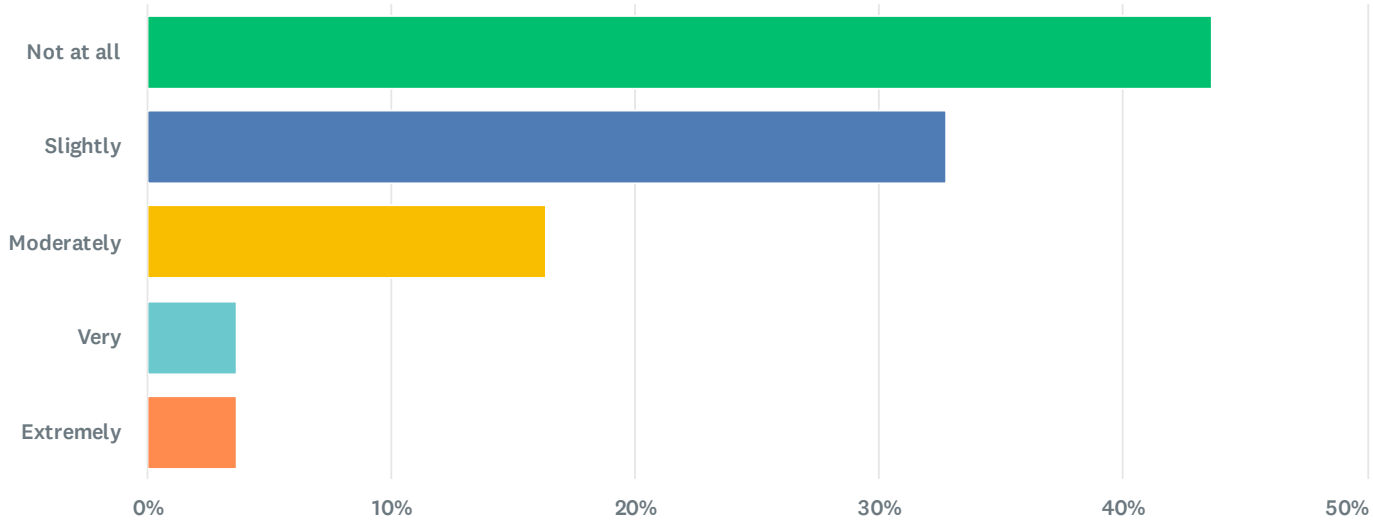
How long have you been practicing in your community?



277

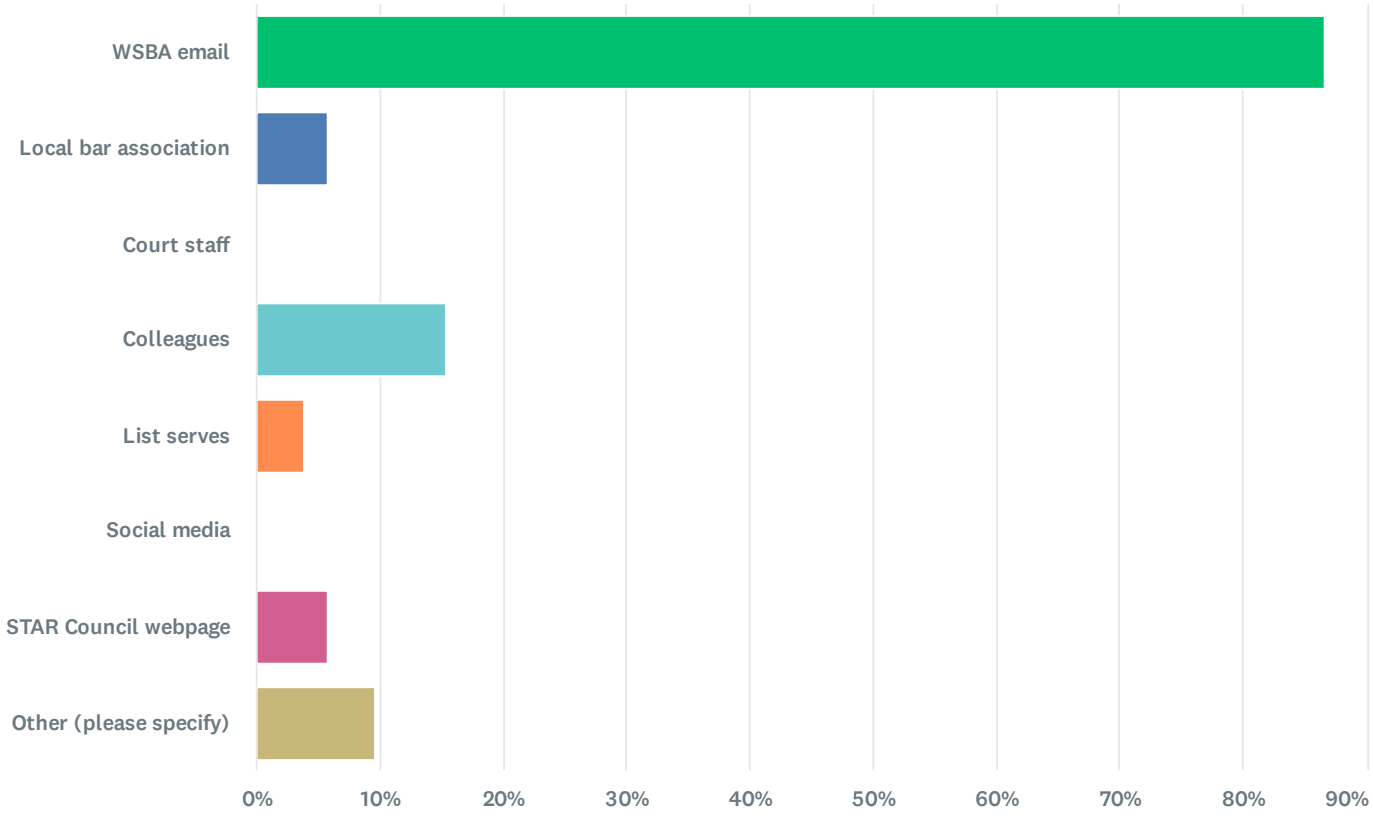
Q4 55 responses

How familiar are you with the Small Town and Rural (STAR) Council and its programs (e.g., internship grants, hiring events, summits, Legal Lunchbox)?



Q5 52 responses

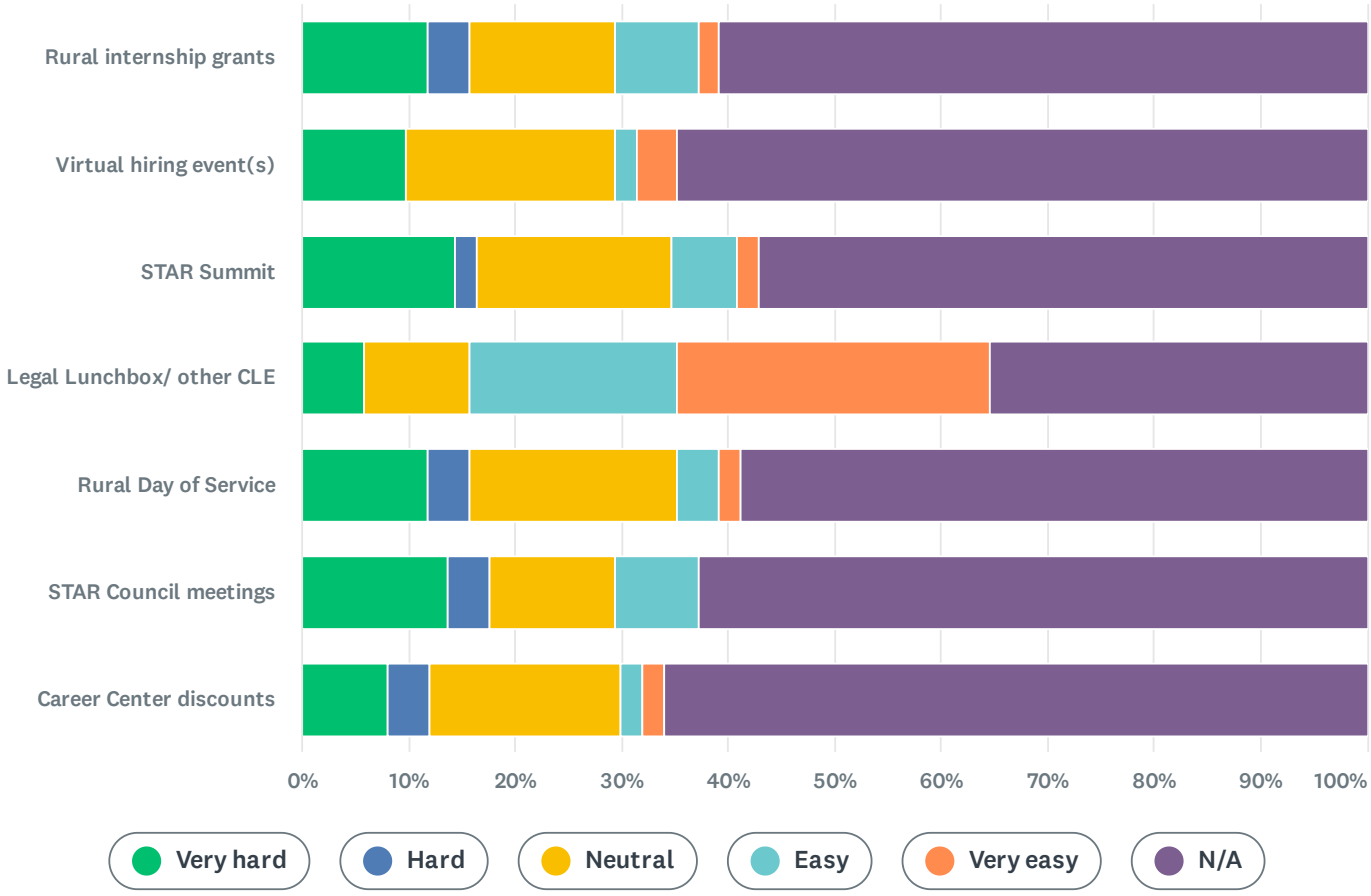
Through which channels did you hear about STAR Council activities? Please select all that apply.



#	OTHER (PLEASE SPECIFY)	DATE
1	This email about the survey	6/22/2026 8:30 AM
2	None, never heard of it	6/18/2026 11:03 PM
3	Law school	6/15/2026 9:01 AM
4	n/a	6/12/2026 5:25 PM
5	Attending STAR conference	6/12/2026 2:00 PM

Q6 51 responses

How easy is it for you to access the following STAR Council /WSBA offerings from your location?

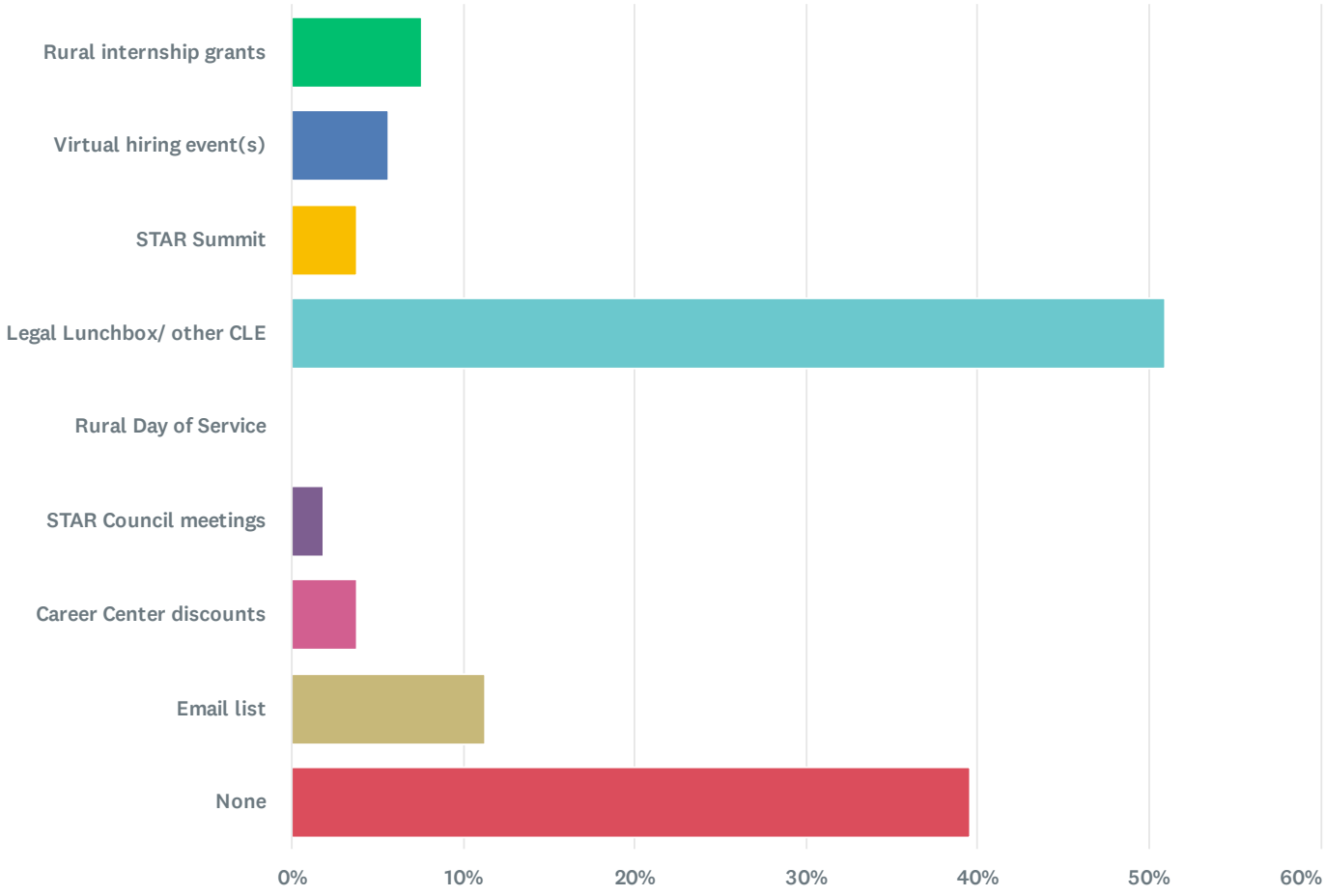


#	ADDITIONAL COMMENTS:	DATE
1	Haven't tried	6/22/2026 8:30 AM
2	What is this?	6/18/2026 11:03 PM
3	Without being given much information about where these will take place, besides the virtual option above, I am only making my answer off the ability to drive, which is relatively easy.	6/16/2026 3:33 PM
4	We have participated in the virtual hiring event and that is it.	6/15/2026 6:53 PM
5	I only recently became aware of the STAR council. I am a recipient of one of the internship grants and will be attending the STAR Summit this month.	6/15/2026 10:55 AM
6	It seems as though the Star program has focused on Central and Eastern Washington as the barrometer for what defines rural Washington. However, the Olympic Peninsula and Southern Western Washington are also very rural - and potentially have farther to travel to large cities then some of the other focus areas that it seems like this program has been focusing on. It would be nice to actually have this program serve ALL the rural areas in the state - not just our friends East of the mountains.	6/15/2026 9:01 AM
7	I am relatively new to the WSBA and only recently learned of the STAR council, so I have not tried to connect with many services.	6/13/2026 7:06 AM
8	Have not yet attempted to access STAR Council offerings.	6/12/2026 2:17 PM

9	I feel that if I could get there and wanted to go I woukd make it happen.	6/12/2026 2:13 PM
10	I’m retired but member of the bar	6/12/2026 2:02 PM
11	I have never tried to access any of the above as I am not familiar.	6/12/2026 1:53 PM
12	I don't know why you're asking all attorneys about this. It is the elected prosecutor and chief criminal deputy in prosecutor's offices that are aware of this stuff because they do the hiring.	6/12/2026 1:51 PM
13	For the Career Center discounts, I think those should be more easily accessible for rural attorneys.	6/12/2026 1:49 PM
14	I hadn't heard of or participated in STAR Council offerings before today.	6/12/2026 1:47 PM

Q7 53 responses

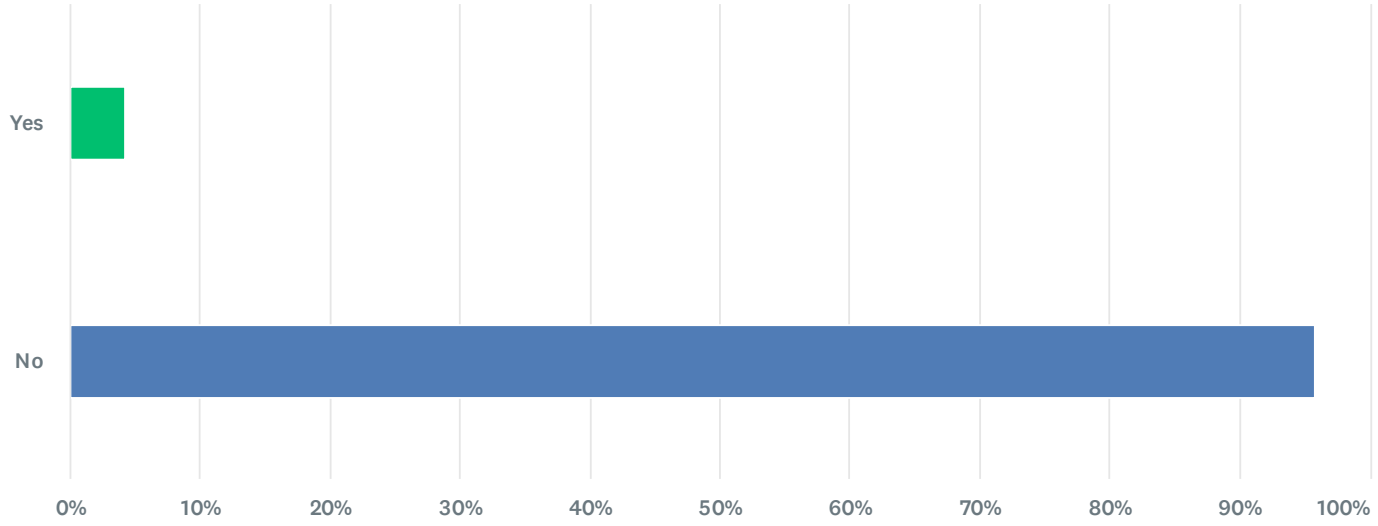
In the past four years, which did you use/attend? Please select all that apply.



282

Q8 48 responses

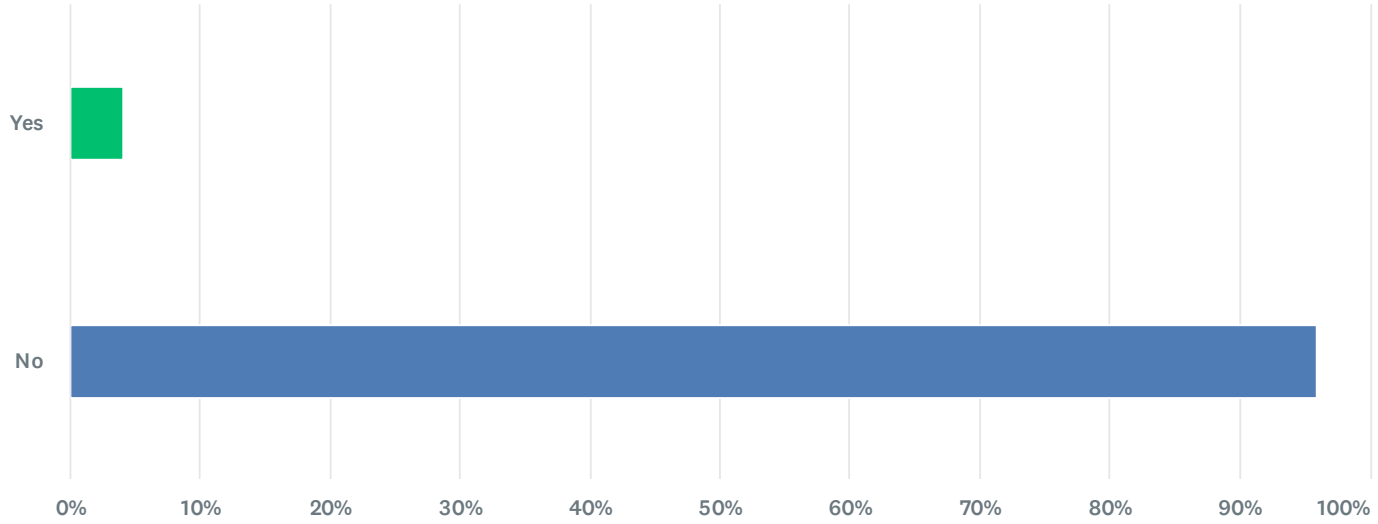
Did participation in any STAR Council program change your practice (e.g., new hire, new practice area, improved efficiency, reduced conflict, increased awareness, professional or mentoring connections)?



#	IF YES, PLEASE DESCRIBE:	DATE
1	This is a joke.	6/18/2026 11:03 PM
2	I have not yet attended the STAR Summit but will be attending later this month. The grant has enabled me to continue an internship by offsetting some living expenses while I practice under a supervisor as a Rule 9 Intern.	6/15/2026 10:56 AM
3	Unaware	6/14/2026 4:40 PM
4	N/A	6/12/2026 5:26 PM
5	We got a summer intern several years ago which was fantastic.	6/12/2026 1:49 PM

Q9 50 responses

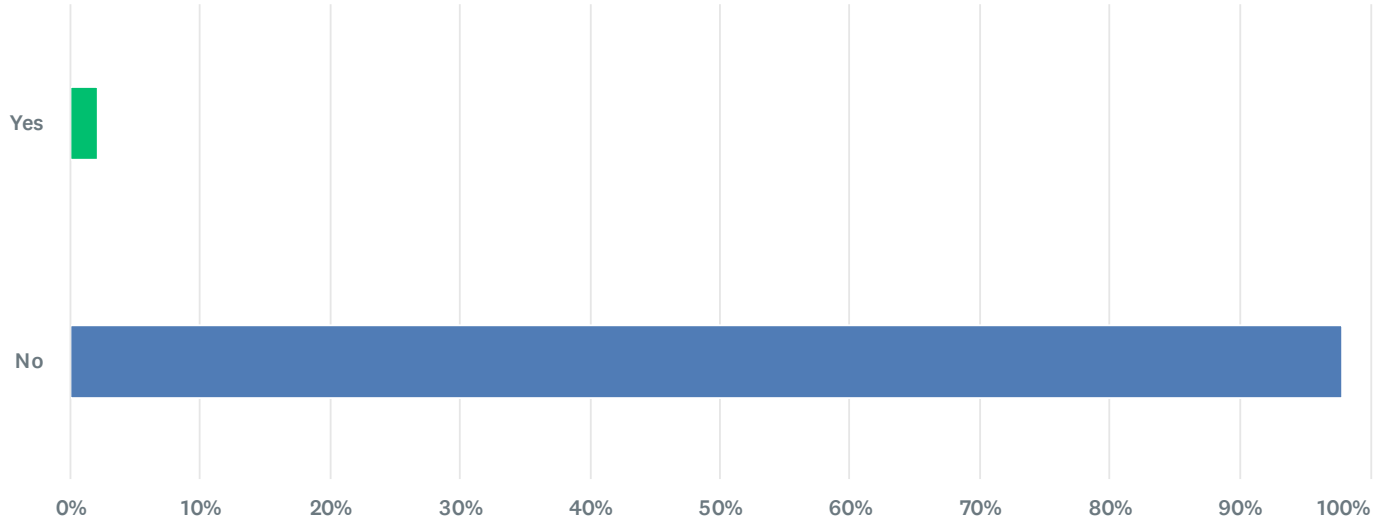
Do you currently host or have you hosted interns who are participating in the STAR Council internship grants program?



#	PLEASE DESCRIBE THE OUTCOME OF HOSTING INTERNS PARTICIPATING THE GRANTS PROGRAM (E.G., ACCEPTED OFFER FOR LONGER-TERM EMPLOYMENT, DID NOT RETURN, ETC.):	DATE
1	I am the intern being hosted. The grant I received helped offset some of the costs associated with taking the internship (leaving a higher paying job, etc).	6/15/2026 10:58 AM
2	I seriously don't have a clue.	6/12/2026 1:52 PM
3	We hosted a 1L for a summer internship. She did not return, but we hope we helped her progress on her career path.	6/12/2026 1:50 PM

Q10 49 responses

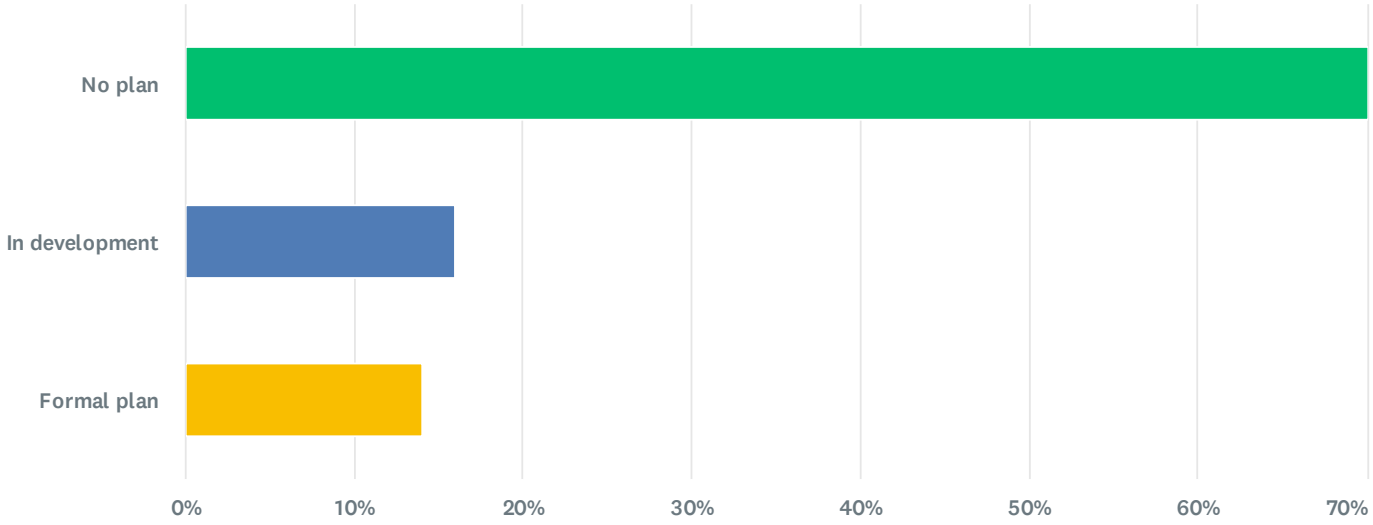
Have you hired interns or associates through the virtual job fair?



#	PLEASE DESCRIBE THE OUTCOME OF HIRING INTERNS OR ASSOCIATES (E.G., REMAINS IN POSITION, TRANSFERRED PRACTICE, ETC.):	DATE
1	Hired one individual that is a 3L and hopefully will start in Aug. after the bar exam.	6/15/2026 6:55 PM
2	I don't know if my supervisor has but I was not hired through any fair or event. I approached the supervisor on my own and arranged for an internship as a result.	6/15/2026 10:58 AM
3	I interviewed a couple people who were looking for associate positions. Neither seemed like serious candidates as their focus was on international law. One of the candidates was in Southern California during the interview and stated he was looking to be in a large city but willing to work remotely.	6/12/2026 1:54 PM
4	Again, no clue.	6/12/2026 1:52 PM

Q11 50 responses

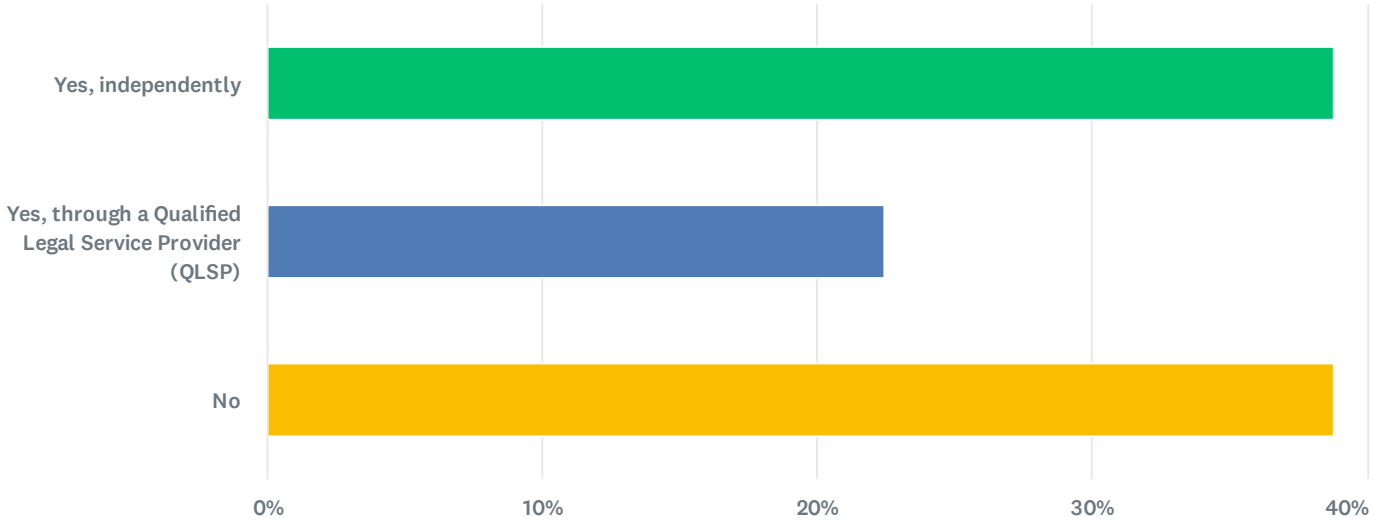
Do you have a succession plan (sale/transition/closure timeline)?



#	PLEASE DESCRIBE WHAT RESOURCES MAY BE HELPFUL FOR SUCCESSION PLANNING:	DATE
1	N/A	6/24/2026 7:33 PM
2	This program? Whatever this boondoggle is. I hope tons of money went tot his.	6/18/2026 11:04 PM
3	Articles and one-on-one learning sessions.	6/16/2026 3:34 PM
4	My firm has a partnership agreement that discusses transition of a practice after retirement.	6/15/2026 6:55 PM
5	None	6/14/2026 4:41 PM
6	The ability to say no	6/13/2026 10:34 AM
7	Work for local government	6/12/2026 11:14 PM
8	a list of new local lawyers who want cases.	6/12/2026 3:59 PM
9	I am currently an APR 6 Law Clerk; do not have a practice of my own. When the time comes though, resources around how to build a stable practice and prepare the practice for transition, in the event of attorney demise, would be helpful.	6/12/2026 2:21 PM
10	I am too far away from that idea.	6/12/2026 1:55 PM

Q12 49 responses

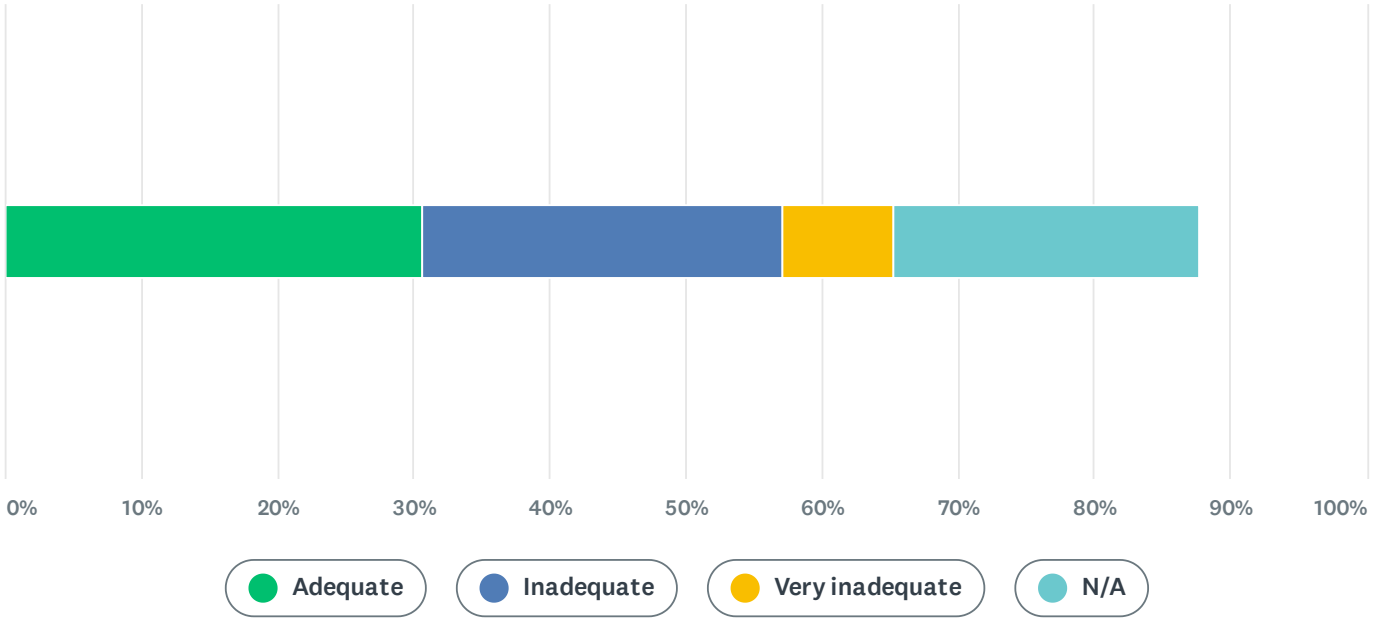
Do you provide pro bono services?



#	WHAT ARE THE BARRIERS TO PROVIDING PRO BONO SERVICES IN YOUR COMMUNITY?	DATE
1	Time.	6/15/2026 6:56 PM
2	I have done a few pro bono projects (such as statutory vacate documents) under supervision. The cases I assisted with were referred to my supervisor through the county pro bono association.	6/15/2026 11:01 AM
3	Cost and conflicts of interest	6/15/2026 2:29 AM
4	I do only non-litigation civil matters	6/13/2026 3:51 PM
5	none	6/13/2026 10:35 AM
6	None	6/13/2026 10:10 AM
7	None	6/13/2026 9:33 AM
8	Kitsap is so corrupt that all work is pro bono Few Kitsap judges know what they are doing Corrupt judges result in corrupt decisions	6/13/2026 9:26 AM
9	We take cases from the entirety of northeastern Washington and our office is in Wenatchee. It's extremely hard from clients from Spokane and other eastern counties to get to our office. A major issue is employer exploitation (which means clients can't take off work to get to us). Another major issue is law enforcement racism. More funding is needed to address the racial and economic disparities across the state.	6/12/2026 5:29 PM
10	Communication…matching up clients with attorneys.	6/12/2026 3:31 PM
11	Our firm has limited attorney experience with and availability to handle practice areas that are most in need of pro bono services (family & criminal law) at present.	6/12/2026 2:24 PM
12	Bringing in income overall to the business. There is ample opportunity to provide pro bono services.	6/12/2026 1:56 PM
13	We are a prosecutor's office. We don't do pro bono work.	6/12/2026 1:52 PM

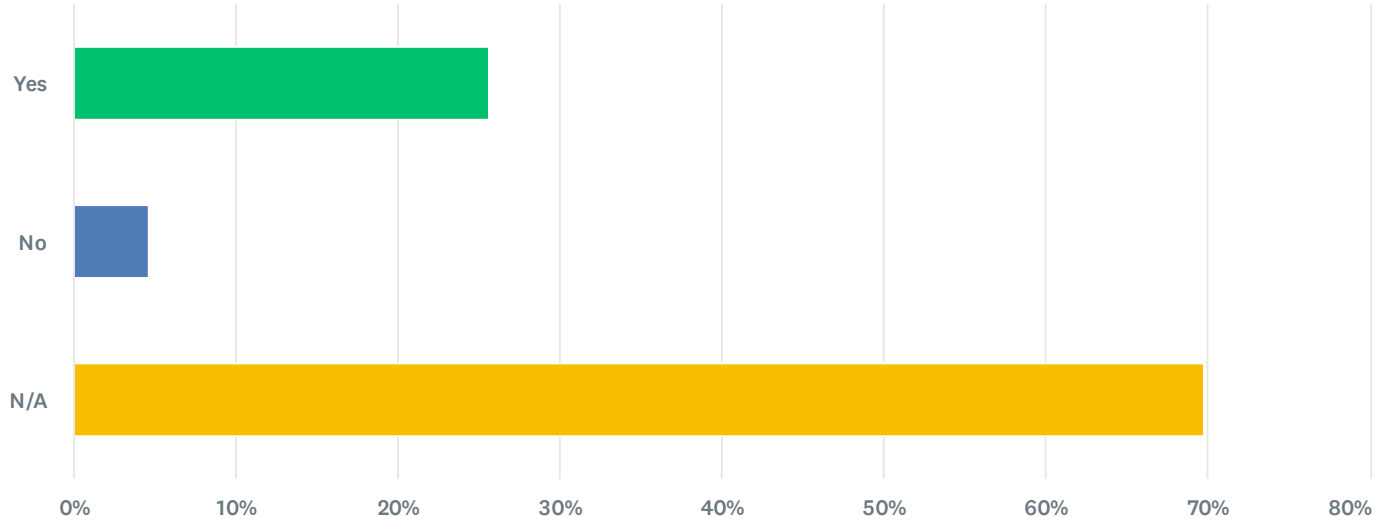
Q13 49 responses

In your community, how adequate is public defense coverage (availability, conflicts coverage, capacity, etc.)?



Q14 43 responses

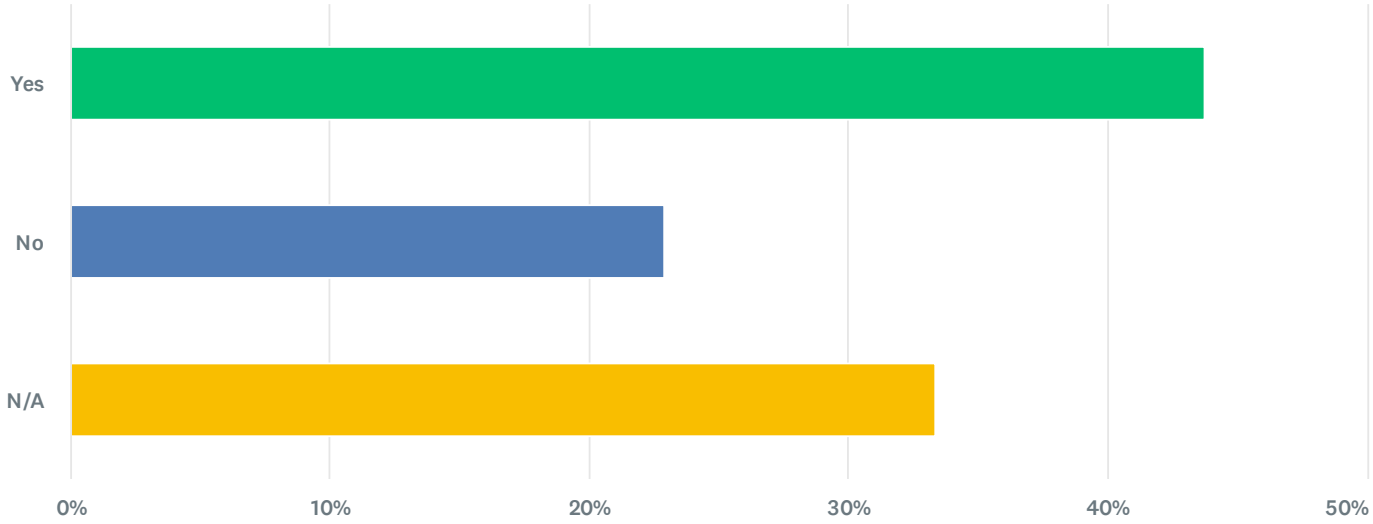
If you're within your first 5 years of practicing in your community, have you relied on mentors?



289

Q15 48 responses

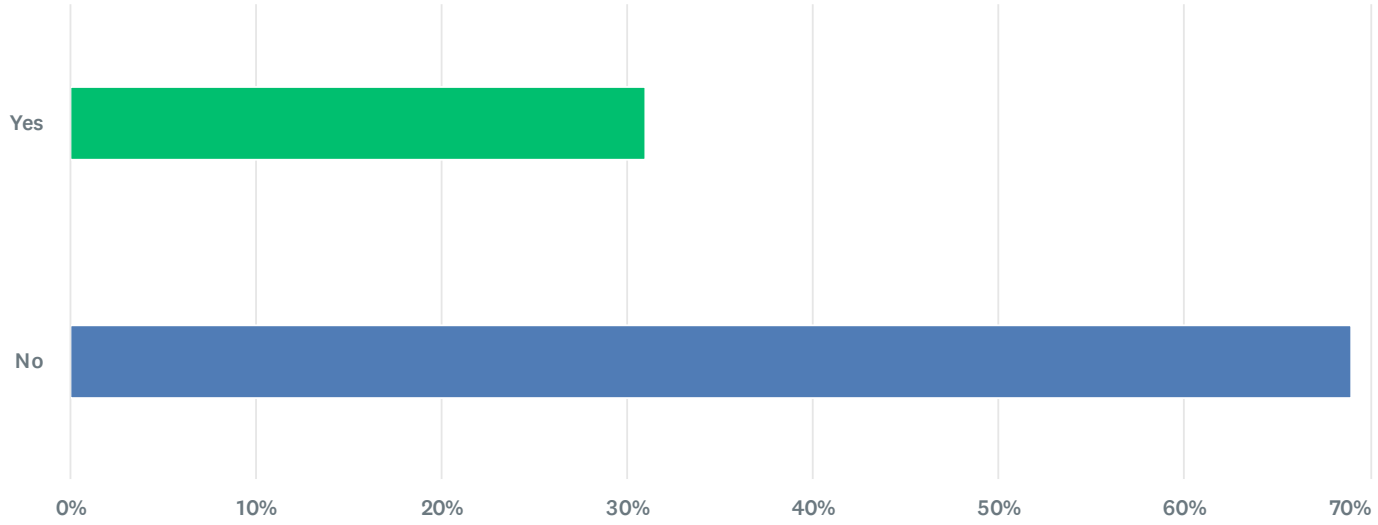
If you if have more than 5 years of experience practicing in your community, have you served as a mentor to other legal professionals?



290

Q16 42 responses

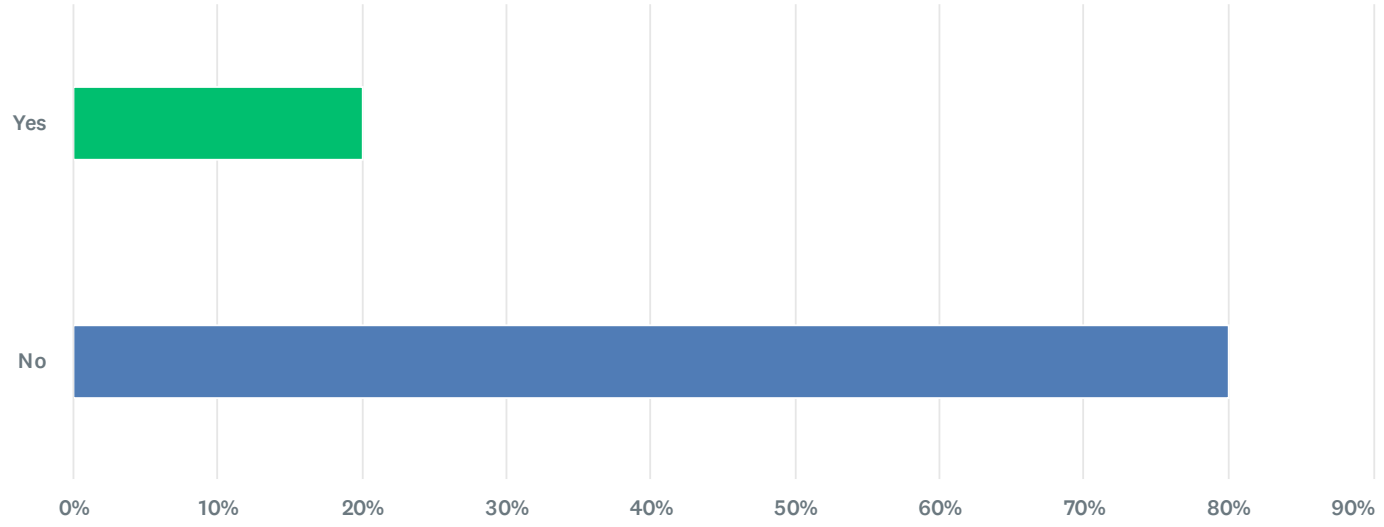
Do you feel that there are enough mentors in your community?



#	PLEASE DESCRIBE:	DATE
1	I got lucky to get with the office/supervisor I have. I spoke to several area attorneys before finding placement and the others were not willing to take on an intern.	6/15/2026 11:03 AM
2	I am sure we can always use more	6/15/2026 10:42 AM
3	More structured mentorship program needed	6/14/2026 4:42 PM
4	Practice in this county is highly collegial.	6/13/2026 3:54 PM
5	As an LLLT, it's been difficult to find a formal mentor among the attorney community.	6/13/2026 12:06 PM
6	all the mentors know that Kitsap County is known as kidnap county	6/13/2026 9:27 AM
7	There are few attorneys in the Yakima Valley, though the attorneys who are there are willing to be helpful as time permits.	6/13/2026 7:09 AM
8	I dont really know	6/12/2026 3:16 PM
9	Attorney pool in Lewis County is very limited.	6/12/2026 2:54 PM
10	No idea.	6/12/2026 1:57 PM

Q17 45 responses

Are you interested in becoming a mentor?



#	IF YES, PLEASE PROVIDE YOUR NAME AND EMAIL ADDRESS:	DATE
1	[redacted]	6/16/2026 9:31 AM
2	I mentor our new associates only.	6/15/2026 6:57 PM
3	In the future. I'm currently an intern myself.	6/15/2026 11:03 AM
4	[redacted]	6/15/2026 11:00 AM
5	[redacted]	6/15/2026 10:42 AM
6	[redacted]	6/13/2026 7:09 AM
7	I’m already a mentor	6/12/2026 11:17 PM
8	[redacted]	6/12/2026 3:32 PM
9	Maybe.	6/12/2026 1:57 PM
10	[redacted]	6/12/2026 1:50 PM

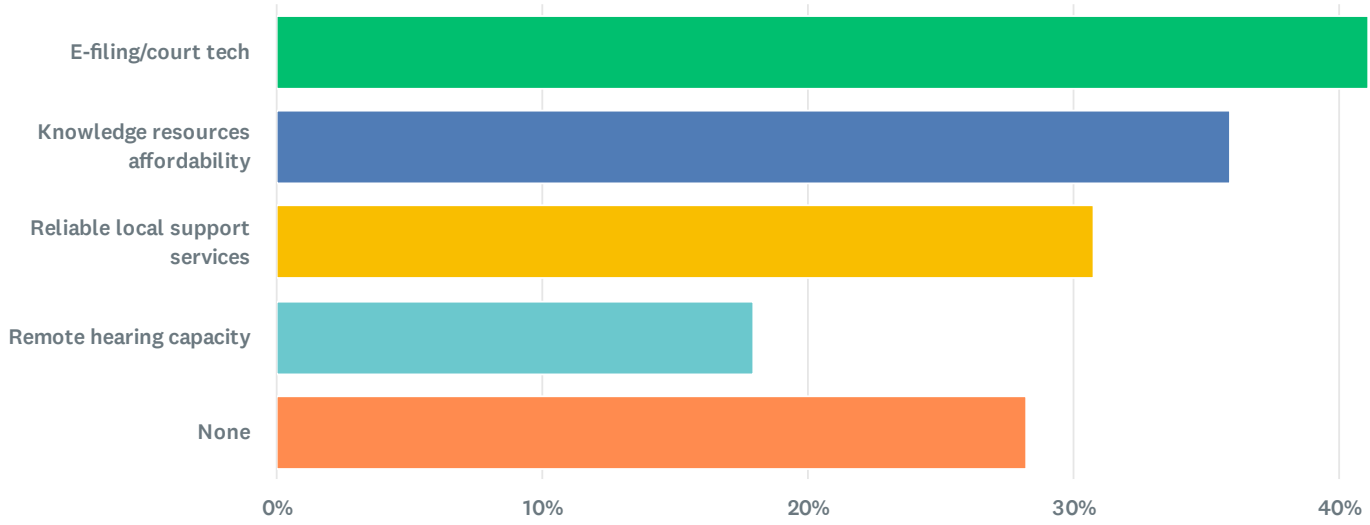
Q18 If you are within your first 5 years of practice, what has been the biggest change within your community since you started?

Answered: 16 Skipped: 45

#	RESPONSES	DATE
1	Increased homeless and the mountain on new sex assault in the jail claims	6/22/2026 8:32 AM
2	Transition to online filing.	6/16/2026 3:36 PM
3	I am still an intern so I'm not really qualified to speak on this yet.	6/15/2026 11:03 AM
4	Zoom court has completely changed our court system (for the better!), especially with ICE showing up constantly.	6/15/2026 11:00 AM
5	NA	6/15/2026 10:42 AM
6	retirements of long practicing attorneys.	6/15/2026 9:04 AM
7	ICE presence	6/14/2026 4:42 PM
8	N/A	6/13/2026 10:12 AM
9	General lack of attorneys--not much change there.	6/13/2026 7:09 AM
10	N/a	6/12/2026 11:17 PM
11	Introduction of AI	6/12/2026 3:16 PM
12	Since the firm I work for as a paralegal is the only personal-injury exclusive firm in Lewis County, we have seen a vast increase in consultations and clients from the area after opening the local office.	6/12/2026 2:54 PM
13	From 90% natural resource base to 50%	6/12/2026 2:06 PM
14	N/A	6/12/2026 1:57 PM
15	N/A	6/12/2026 1:51 PM
16	There have been a lot of changes based on federal policies that impact the Yakima Valley and its surrounding areas.	6/12/2026 1:50 PM

Q19 39 responses

Which infrastructure gaps most affect you? Please select all that apply.



#	OTHER (PLEASE SPECIFY)	DATE
1	Cost barriers for AI.	6/15/2026 6:57 PM
2	These are all likely areas of gaps in the Yakima Valley, but as in-house counsel for a tribal nation, I don't notice those.	6/12/2026 1:50 PM

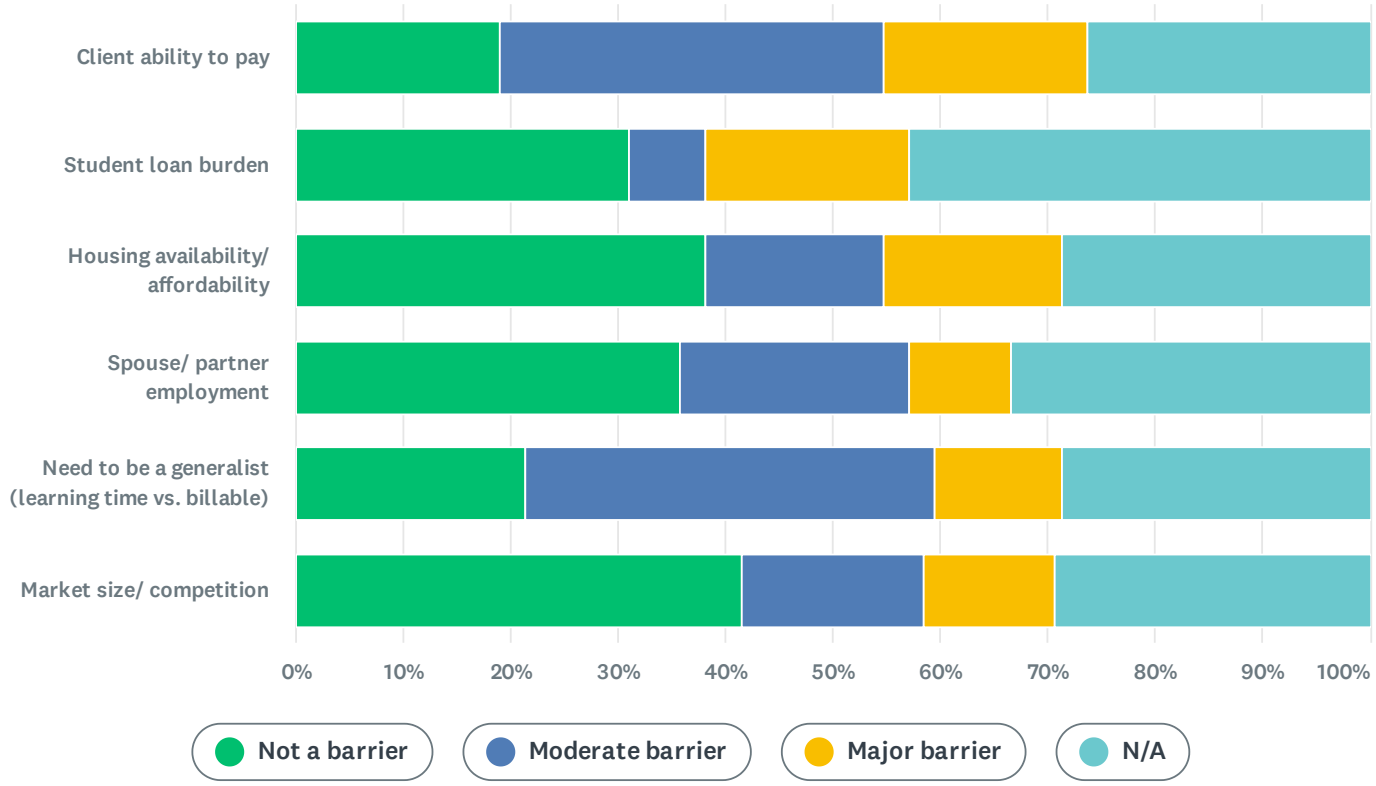
Q20 How has the STAR Council impacted infrastructure gaps and mentorship efforts?

Answered: 12 Skipped: 49

#	RESPONSES	DATE
1	N/A	6/16/2026 7:27 PM
2	I have not used the services, so I am not aware of its contribution, one way or another.	6/16/2026 3:36 PM
3	As stated earlier, the grant I received has helped offset some of the cost associated with being an intern.	6/15/2026 11:03 AM
4	Not familiar enough to use it	6/15/2026 10:42 AM
5	I am not familiar with the STAR Council.	6/13/2026 3:54 PM
6	no idea	6/13/2026 10:36 AM
7	NONE	6/13/2026 10:12 AM
8	It has not helped. It's not a useful council and should be discontinued.	6/13/2026 9:34 AM
9	It has improved both, but hard to measure how much because the programs have not been running enough to be sure.	6/12/2026 11:17 PM
10	n/a	6/12/2026 5:26 PM
11	Creating awareness and raising the issue	6/12/2026 1:51 PM
12	I'm unfamiliar with the STAR Council and its impacts.	6/12/2026 1:50 PM

Q21 42 responses

How significant are each of the following barriers to you as a practitioner today?



#	OTHER (PLEASE SPECIFY)	DATE
1	Networking, the good ole boy's club still exist. They've just included women.	6/16/2026 3:39 PM
2	Most of those are inapplicable to me as in-house counsel to a tribe.	6/12/2026 1:51 PM

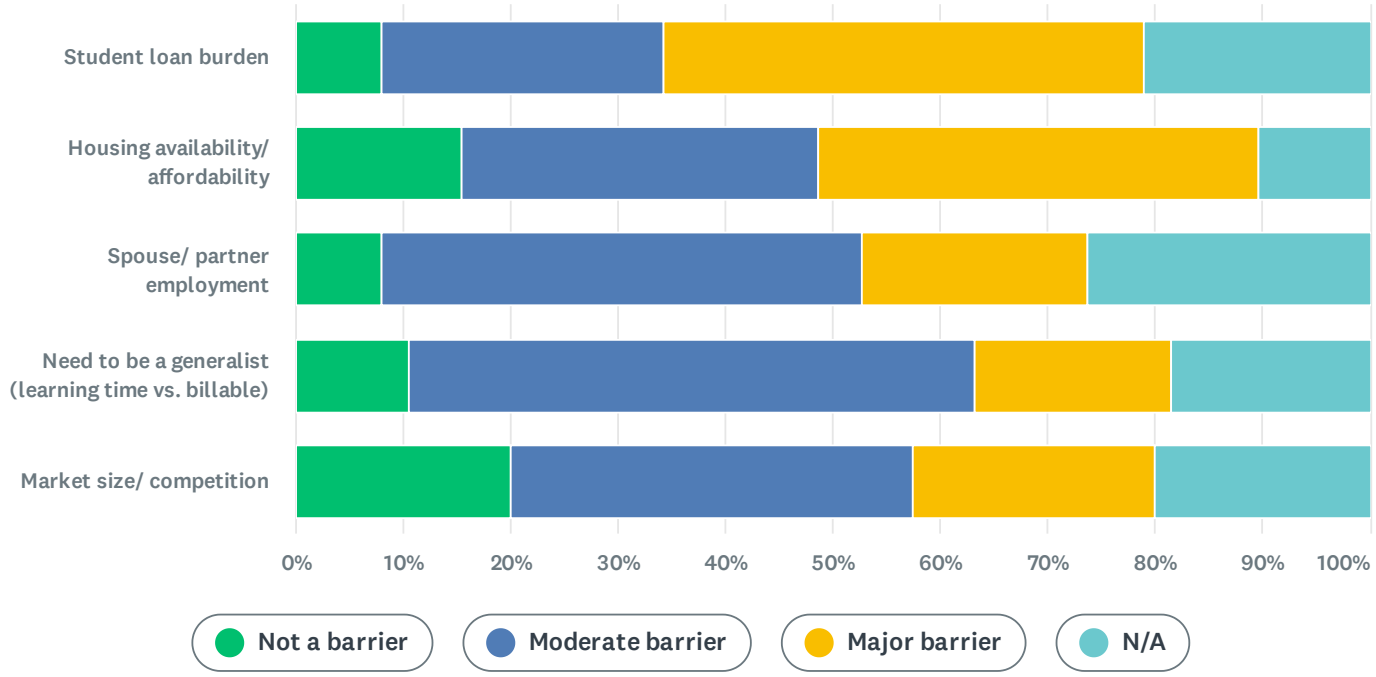
Q22 What is the most significant barrier you see in practicing in rural areas, and why?

Answered: 27 Skipped: 34

#	RESPONSES	DATE
1	Getting attorneys to fill vacant positions in my Office (Prosecutor criminal and civil)	6/22/2026 8:34 AM
2	Nobody wants to practice where pay sucks and there are no people to date.	6/18/2026 11:06 PM
3	Small town connections.	6/16/2026 3:39 PM
4	I would think the need to be a generalist and the lack of client resources to pay counsel.	6/16/2026 10:12 AM
5	Having a big enough client base	6/16/2026 9:32 AM
6	The lack of attorneys.	6/15/2026 6:59 PM
7	Not many new attorneys want to come to the area to begin their legal career.	6/15/2026 11:06 AM
8	Difficult court systems. We need a unified court system!	6/15/2026 11:01 AM
9	Local bar associations not active enough.	6/15/2026 10:53 AM
10	Housing availability and affordability and cost of living versus net pay.	6/15/2026 9:07 AM
11	Conflicts of interest, lack of interest in small town practice by new attorneys	6/15/2026 2:33 AM
12	We are far from Immigration court. Not enough pro bono services for civil issues	6/14/2026 4:43 PM
13	Attorney collaboration with me, as an LLLT	6/13/2026 12:09 PM
14	growing specialization and the dominance of urban firms in serving the best local clients.	6/13/2026 10:38 AM
15	enough more experienced practicioner to handle some matters	6/13/2026 10:16 AM
16	No barrier. People either want to practice in a rural area or they don't.	6/13/2026 9:36 AM
17	Corrupt judges in kitsap county are a significant barrier to practice	6/13/2026 9:28 AM
18	1) Client inability to pay. 2) The market needs generalists, but becoming a generalist does not pay well.	6/13/2026 7:11 AM
19	The economics. Many rural counties also have high cost of living, especially cost of housing. Salaries and compensation tend to be lower in rural counties, making ends hard to meet.	6/12/2026 11:23 PM
20	Finding opportunities for my spouse	6/12/2026 5:31 PM
21	Maintaining client expectations	6/12/2026 3:18 PM
22	Low availability and options for legal assistance for clients with limited resources - there are few attorneys to choose from locally and those attorneys carry increased case loads as a result, so finding someone who can help, especially if cost is a barrier, is difficult for people in need of legal services.	6/12/2026 2:59 PM
23	Don’t have the privilege of specialization	6/12/2026 2:10 PM
24	Community so small conflicts accumulate quickly	6/12/2026 2:08 PM
25	Not enough attorneys in certain areas. For instance, Yakima County and Kittitas County do not have enough local family law attorneys.	6/12/2026 1:59 PM
26	The lack of available housing.	6/12/2026 1:55 PM
27	Availability of practitioners.	6/12/2026 1:51 PM

Q23 41 responses

How significant are each of the following barriers for attracting new attorneys?



#	OTHER (PLEASE SPECIFY)	DATE
1	Agreeability with rural town living.	6/16/2026 3:39 PM
2	Rural area	6/15/2026 11:06 AM
3	the young lawyers don't want to do commercial or real estate work.	6/13/2026 10:38 AM

Q24 What is the most significant barrier in recruiting future practitioners, and why?

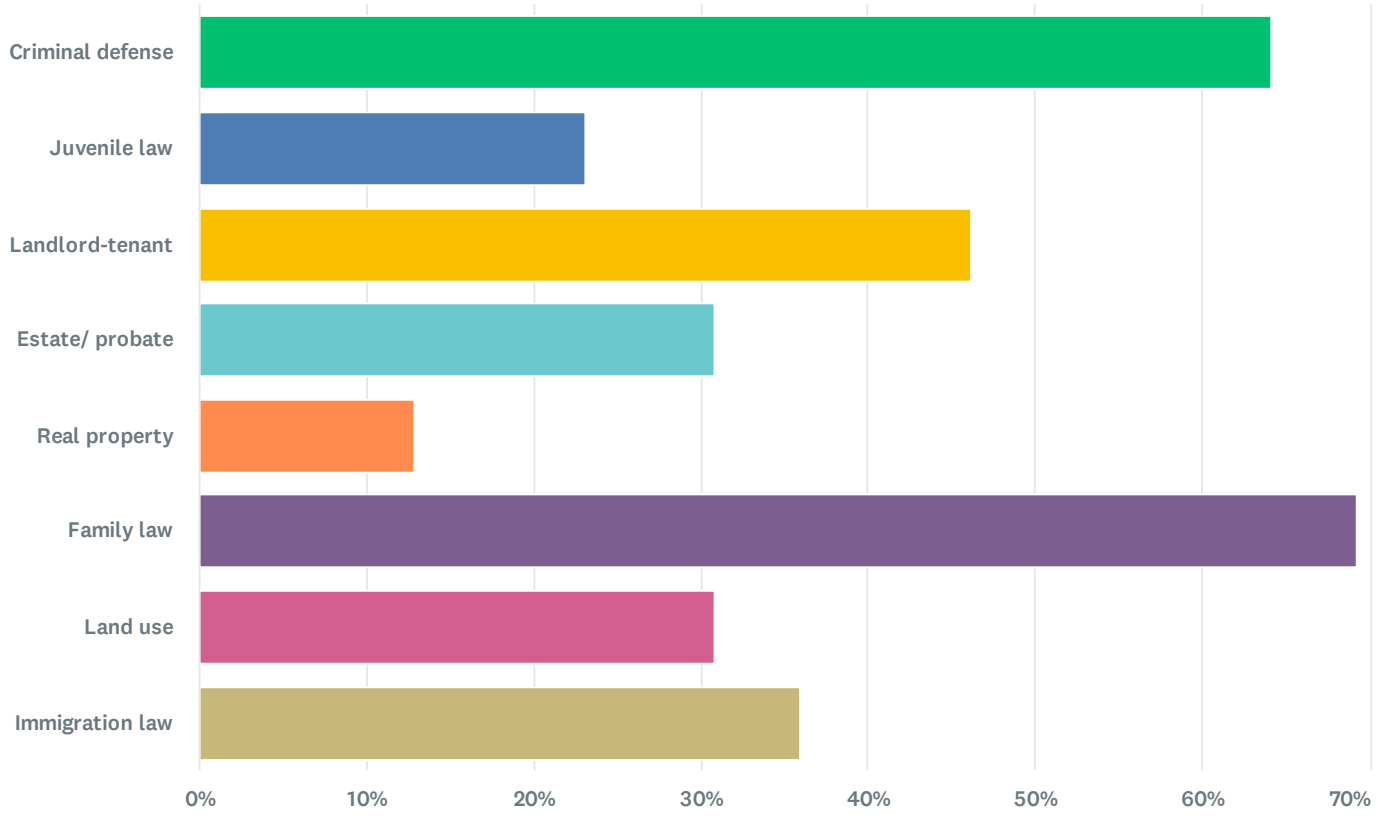
Answered: 23 Skipped: 38

#	RESPONSES	DATE
1	rural location, salary	6/22/2026 8:34 AM
2	Consistent work guarantees.	6/16/2026 3:39 PM
3	Ability for them to make a livable wage.	6/16/2026 10:12 AM
4	Having a compensation package that will attract a new attorney where the cost of living is high, but the ability to charge an hourly rate commensurate with the cost of living is not viable.	6/15/2026 6:59 PM
5	The remote location and cost of housing is the biggest barrier in this area (Olympic Peninsula). The remote location is also a factor in recruiting people to the area.	6/15/2026 11:06 AM
6	Attracting people to live and practice in rural areas.	6/15/2026 11:01 AM
7	Investing in someone who might not last in area	6/15/2026 10:44 AM
8	Inability to perform remote work and inability to find affordable housing.	6/15/2026 9:07 AM
9	Market and competition. I think in general LTs don't want to move to this area to practice because they don't think they could support themselves given the size of the potential client base / population. I have been able to recruit at least one LT to refer cases to, but she doesn't live here.	6/13/2026 12:09 PM
10	the quality of recent graduates. Steeped in ideology, deficient in work habits and desire to serve private business clients.	6/13/2026 10:38 AM
11	Applicants and families willing to reside in rural area.	6/13/2026 10:16 AM
12	There is no barrier. People either want to practice in a rural area or they don't.	6/13/2026 9:36 AM
13	Educated people do not want to live in rural areas.	6/13/2026 7:11 AM
14	Again, the economics. High cost of living, coupled with lack of affordable housing and low salaries and compensation make living in many rural counties difficult.	6/12/2026 11:23 PM
15	Homophobia, racism, etc. in the communities we serve pushes so many of us away. The legal community unfortunately tends to reflect and reproduce many of these issues. :(It would be better if the legal community in rural areas spoke out more frequently in support of LGBTQ+, women, BIPOC, etc. attorneys and communities. It's hard for us to stay where we're not welcome.	6/12/2026 5:31 PM
16	the young all want to live outside of the community and practice only remotely - that's just not suitable or worthy for the clients' needs	6/12/2026 5:09 PM
17	Keeping them down on the farm once they've seen Paris.	6/12/2026 4:17 PM
18	Housing cost	6/12/2026 4:01 PM
19	I am not sure this survey is meant for me.	6/12/2026 3:18 PM
20	They don’t understand the value of rural life and that many rural lawyers are at least as smart as city lawyers. Please don’t tell the city lawyers.	6/12/2026 2:10 PM
21	They do not want to live in Yakima County.	6/12/2026 1:59 PM
22	Housing. If you're going to apply for a job in a rural community, you're going to see what housing is available. If nothing is available, you're probably not going to apply.	6/12/2026 1:55 PM
23	Not many young/new attorneys want to move to rural areas, including Yakima.	6/12/2026 1:51 PM

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Q25 39 responses

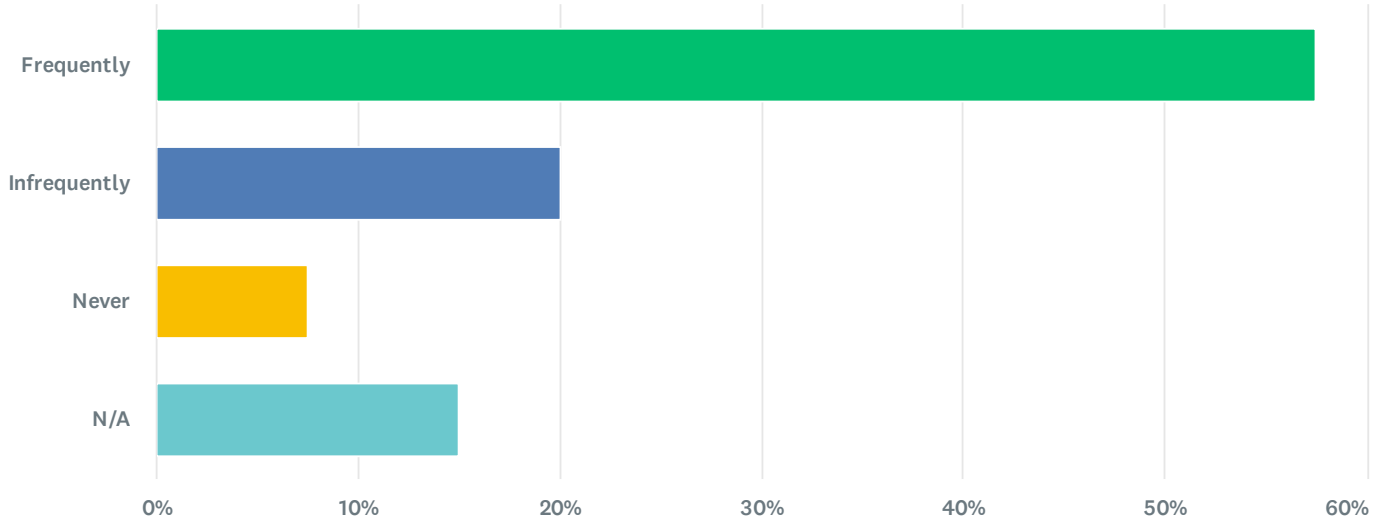
Which practice areas in your community need additional legal representation (choose up to 3)?



#	OTHER (PLEASE SPECIFY)	DATE
1	Need an LLLT to take over from me as I retire	6/13/2026 12:10 PM
2	None needed - the local QLSP handles areas other attorneys don't	6/13/2026 9:38 AM
3	good luck getting a fair decision in kitsap county	6/13/2026 9:28 AM
4	Civil rights! Environmental! It's a HUGE issue that no one is challenging the water use of enormous data centers!	6/12/2026 5:33 PM

Q26 40 responses

How often do you have to refer matters out?



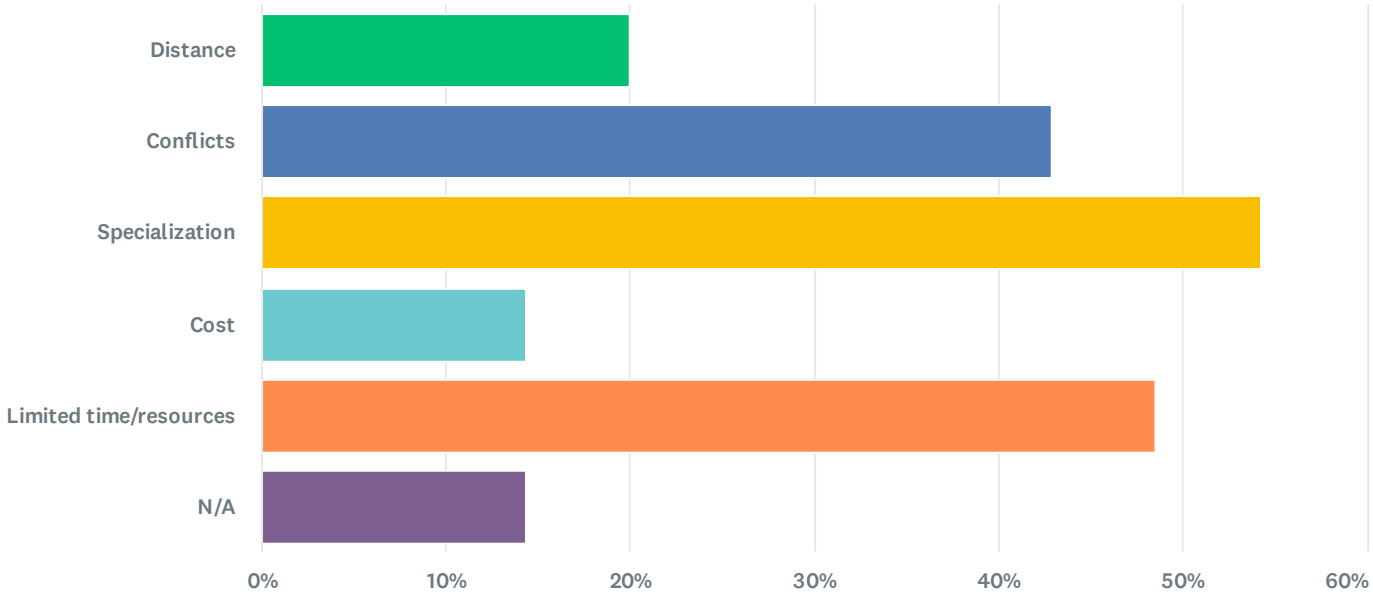
Q27 Where do you typically refer matters?

Answered: 25 Skipped: 36

#	RESPONSES	DATE
1	Risk Pool assigned counsel	6/22/2026 8:34 AM
2	The types in practice areas that I do not practice in.	6/16/2026 3:46 PM
3	To local firms.	6/16/2026 10:12 AM
4	Local attorneys, sometimes Kitsap Legal Services	6/16/2026 9:32 AM
5	To a Seattle or Spokane law firm.	6/15/2026 7:00 PM
6	Our office (Pub Defender) occasionally has to conflict out clients and the court can appoint a local attorney to take those cases.	6/15/2026 11:07 AM
7	Other attorneys in the area.	6/15/2026 11:02 AM
8	Young upcoming lawyers	6/15/2026 10:54 AM
9	Depends	6/15/2026 10:45 AM
10	Pro Bono, family law practicioners	6/15/2026 9:08 AM
11	Kittitas, Yakima, Spokane and King County for Medicare planning	6/15/2026 2:36 AM
12	Newirp	6/14/2026 4:44 PM
13	Legal Technician list on WSBA site	6/13/2026 12:10 PM
14	Local attorneys who have the requisite experience and skills.	6/13/2026 10:39 AM
15	Other local attorneys if they work in the given subject matter.	6/13/2026 10:19 AM
16	Other local counsel.	6/13/2026 9:38 AM
17	Attorneys in Yakima and the Tri-Cities (I am in a smaller town between those two locations).	6/13/2026 7:12 AM
18	Private bar	6/12/2026 5:33 PM
19	Other local attorneys	6/12/2026 4:18 PM
20	ANyone who will take them	6/12/2026 4:02 PM
21	Depends on practice area needed.	6/12/2026 3:02 PM
22	Olympia	6/12/2026 2:12 PM
23	Kcba.org/LRS	6/12/2026 2:09 PM
24	To other family law attorneys	6/12/2026 2:00 PM
25	N/A	6/12/2026 1:52 PM

Q28 35 responses

What are the reasons for referring matters out? Select all that apply.



#	OTHER (PLEASE SPECIFY)	DATE
1	Simply don't practice that type of law.	6/16/2026 3:46 PM
2	Venue or forum: case is in a different county. Sometimes it is a case that requires an attorney.	6/13/2026 12:10 PM
3	I am reducing my practice and ending by year end.	6/13/2026 10:39 AM
4	overload	6/13/2026 10:19 AM
5	clients from other states or accident occurred in another state	6/12/2026 3:18 PM

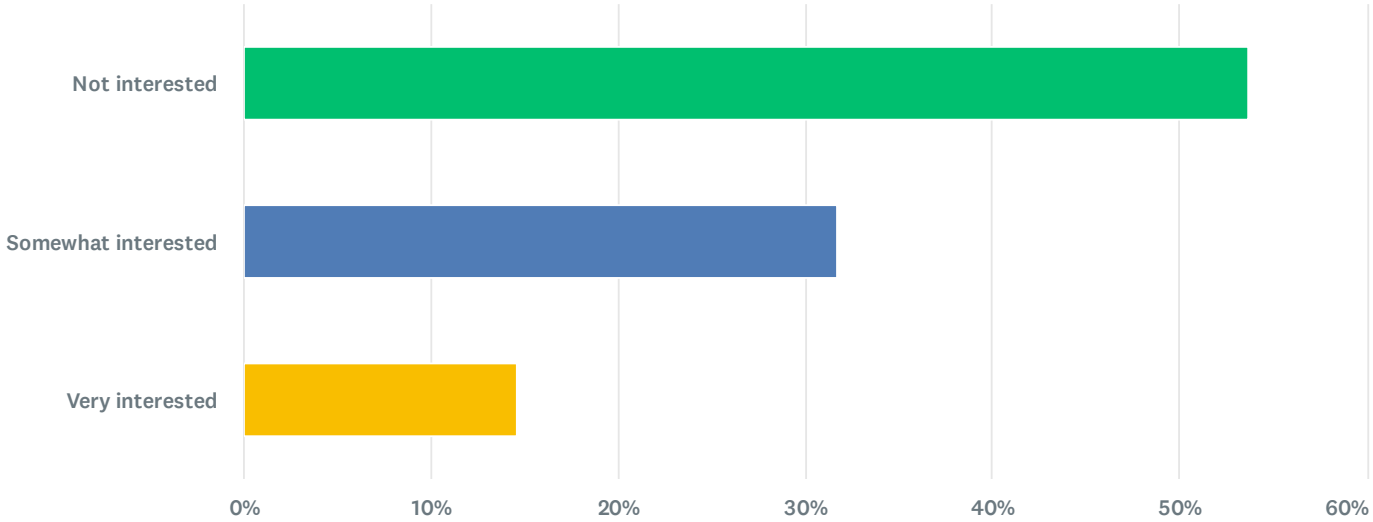
Q29 What challenges have you faced in referring matters out?

Answered: 18 Skipped: 43

#	RESPONSES	DATE
1	One client was not happy with representation.	6/16/2026 3:46 PM
2	No one can do the work for what the client can pay.	6/16/2026 10:12 AM
3	Other attorneys are also too busy	6/16/2026 9:32 AM
4	N/A	6/15/2026 11:07 AM
5	Spanish speaking attorneys. Trauma informed attorneys.	6/15/2026 11:02 AM
6	Not enough qualified attorneys to handle family law matters	6/15/2026 10:45 AM
7	Competent local counsel	6/15/2026 2:36 AM
8	Nwirp is overwhelmed	6/14/2026 4:44 PM
9	Finding good lawyers who have time for new clients.	6/13/2026 10:39 AM
10	only a small selection group	6/13/2026 10:19 AM
11	None	6/13/2026 9:38 AM
12	Knowing who to refer to.	6/13/2026 7:12 AM
13	I don’t prefer matters. I work for local government.	6/12/2026 11:24 PM
14	It's SO hard to find good immigration lawyers in Eastern Washington!	6/12/2026 5:33 PM
15	Many potential clients in Lewis County have limited technology access and/or prefer to meet in person - there are not enough attorneys in the area, especially in civil litigation, to refer them to. People want to meet with someone in their community, not in Seattle or Tacoma.	6/12/2026 3:02 PM
16	Losing contact - I still want to know how problem was solved	6/12/2026 2:12 PM
17	Those attorneys are not taking new cases.	6/12/2026 2:00 PM
18	N/A	6/12/2026 1:52 PM

Q30 41 responses

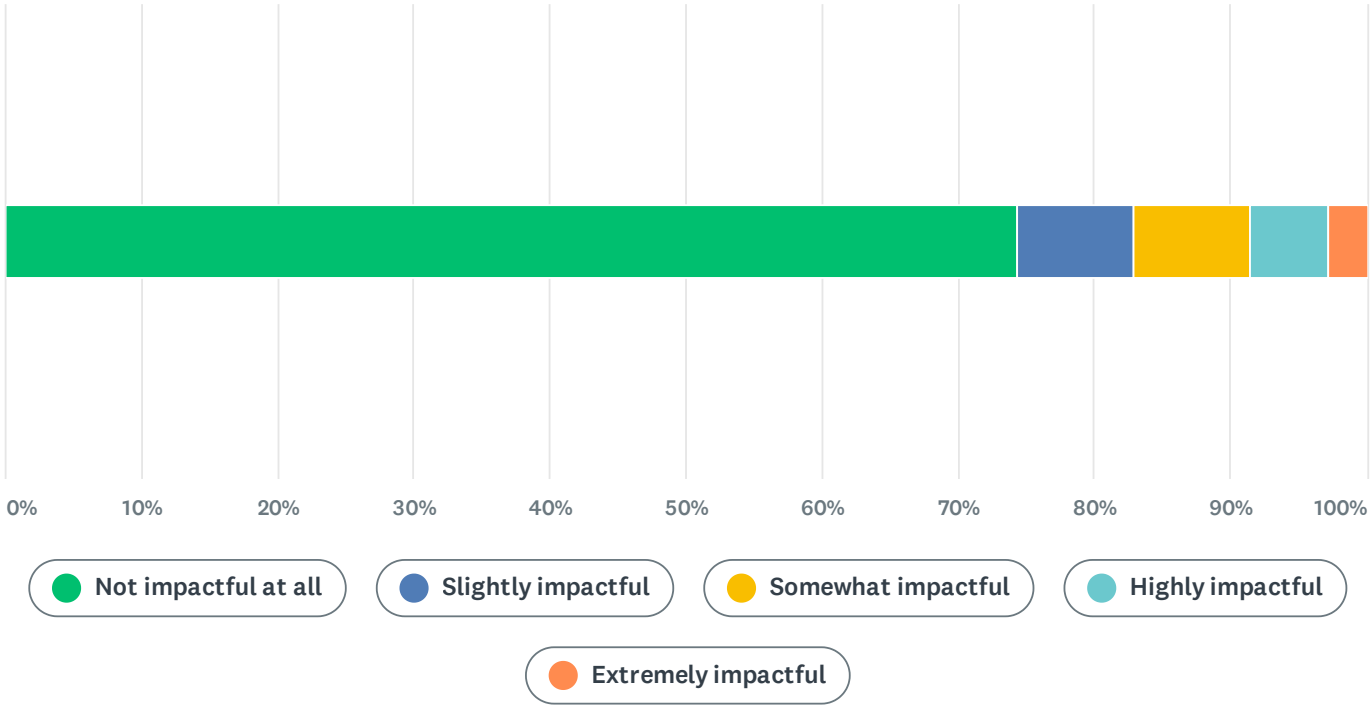
Are you interested in alternative service models (e.g., scheduled virtual clinics, periodic physical office hours in adjacent counties):



#	WHAT SUPPORT FROM THE STAR COUNCIL WOULD MAKE THIS POSSIBLE (TECH, STIPENDS, LOCAL PARTNERS)?	DATE
1	Stipends	6/16/2026 10:13 AM
2	Stipends.	6/15/2026 11:02 AM
3	Retiring this year.	6/13/2026 12:10 PM
4	Make the federal department of justice investigate corrupt kitsap county judges	6/13/2026 9:29 AM
5	-Helping connect with potential partner attorneys. -Shared work spaces. This could be other attorneys who would allow me to borrow space from time to time.	6/13/2026 7:14 AM
6	How to manuals and template agreements among practitioners.	6/12/2026 11:25 PM
7	Stipends and local partners	6/12/2026 5:33 PM
8	Unknown at present.	6/12/2026 3:02 PM
9	I do not want virtual attorneys. I need attorneys who want to be in Yakima County.	6/12/2026 2:00 PM

Q31 35 responses

Overall, how has the STAR Council impacted your ability to practice sustainably and meet community needs?



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Q32 To help the STAR Council assess new or ongoing initiatives, which actions would be the most helpful to rural lawyers?

Answered: 15 Skipped: 46

#	RESPONSES	DATE
1	Awareness.	6/16/2026 3:48 PM
2	I don't know	6/16/2026 10:13 AM
3	Student loan forgiveness for attorneys that go to a rural area to practice law.	6/15/2026 7:02 PM
4	Having limited time so far in the legal field, I am not really in a good position to comment on this topic yet.	6/15/2026 11:08 AM
5	Programs that are targeted towards practitioners statewide, with meetings and programs specific to rural Western Washington.	6/15/2026 9:11 AM
6	Funding for immigration clinics	6/14/2026 4:44 PM
7	For LLLTS: formal mentorship program with attorneys	6/13/2026 12:11 PM
8	cannot think of anything.	6/13/2026 10:41 AM
9	more diversion of applicants	6/13/2026 10:21 AM
10	Stop wasting members' money on this council.	6/13/2026 9:39 AM
11	Networking among rural attorneys.	6/13/2026 7:17 AM
12	Closer connections with local bar associations. STAR Council needs a way to deliver assistance to existing rural practitioners.	6/12/2026 11:34 PM
13	Stop spending money and lower bar dues	6/12/2026 4:03 PM
14	unknown	6/12/2026 3:02 PM
15	Recruit attorneys or new law grads here.	6/12/2026 2:01 PM

Q33 Have STAR Council programs improved legal practice in your community?

Answered: 12 Skipped: 49

#	RESPONSES	DATE
1	Absolutely not. Doesn’t exist.	6/18/2026 11:07 PM
2	Not aware.	6/16/2026 3:48 PM
3	I don't know	6/16/2026 10:13 AM
4	Not really.	6/15/2026 7:02 PM
5	Unsure	6/15/2026 11:08 AM
6	no	6/13/2026 10:41 AM
7	Not that I know of.	6/13/2026 10:21 AM
8	Not at all.	6/13/2026 9:39 AM
9	(I'm new to the WSBA and STAR Council.)	6/13/2026 7:17 AM
10	I have to say no.	6/12/2026 11:34 PM
11	unknown	6/12/2026 3:02 PM
12	I do not know.	6/12/2026 2:01 PM

Q34 What do you think the STAR Council could be doing to help increase recruitment of lawyers to rural areas?

Answered: 14 Skipped: 47

#	RESPONSES	DATE
1	Do something.	6/18/2026 11:07 PM
2	Moving stipend.	6/16/2026 3:48 PM
3	Help them to make a livable wage and structure a network of specialists they can lean on.	6/16/2026 10:13 AM
4	Assisting with a compensation package that would attract individuals to the area -- help pay moving expenses, provide a signing bonus, provide student loan assistance, etc.	6/15/2026 7:02 PM
5	Unsure	6/15/2026 11:08 AM
6	Help courts and law firms become comfortable with remote work through CLEs and trainings, providing relocation stipends, develop resources for new attorneys to know more about the diverse legal communities within different regions.	6/15/2026 9:11 AM
7	For LLLTS: formal mentorship program with attorneys	6/13/2026 12:11 PM
8	nothing.	6/13/2026 10:41 AM
9	required interview with attorney seeking help	6/13/2026 10:21 AM
10	Nothing - people either want to practice in a rural area or they don't.	6/13/2026 9:39 AM
11	Connecting with law students.	6/13/2026 7:17 AM
12	Helping existing rural lawyers with the economics of their practice to increase opportunity for hiring recruits, and rural areas.	6/12/2026 11:34 PM
13	unknown	6/12/2026 3:02 PM
14	Keep having job fairs.	6/12/2026 1:56 PM

Q35 Name:

Answered: 8 Skipped: 53

#	RESPONSES	DATE
1	[redacted]	6/16/2026 3:48 PM
2	[redacted]	6/16/2026 9:33 AM
3	[redacted]	6/15/2026 11:08 AM
4	[redacted]	6/13/2026 7:17 AM
5	[redacted]	6/12/2026 3:37 PM
6	[redacted]	6/12/2026 3:03 PM
7	[redacted]	6/12/2026 1:57 PM
8	[redacted]	6/12/2026 1:53 PM

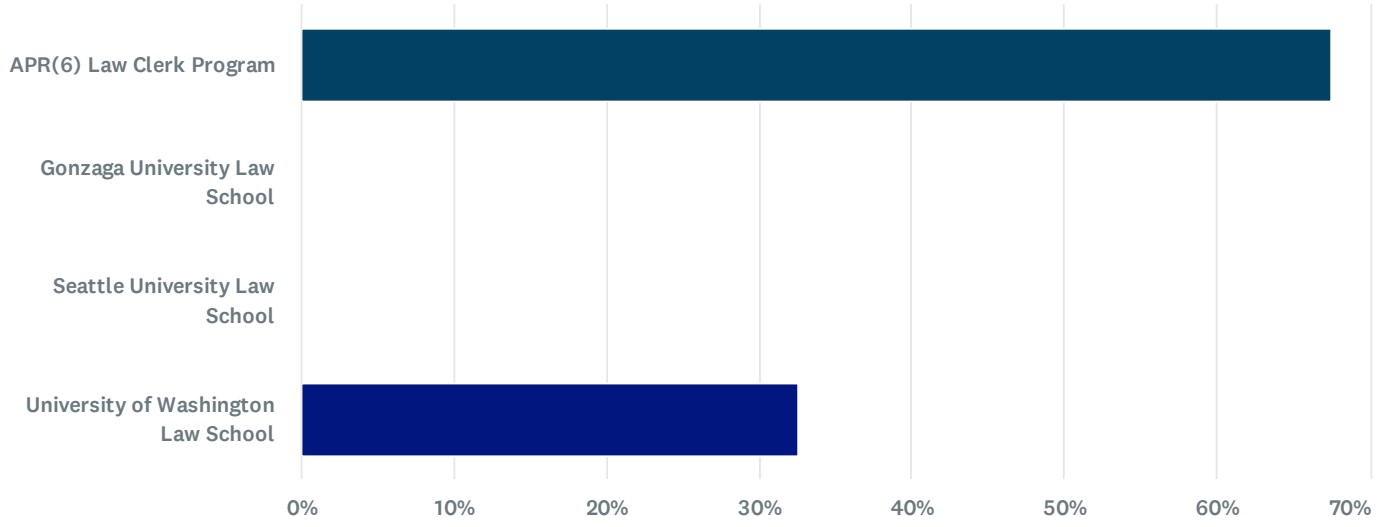
Q36 Email address:

Answered: 8 Skipped: 53

#	RESPONSES	DATE
1	[redacted]	6/16/2026 3:48 PM
2	[redacted]	6/16/2026 9:33 AM
3	[redacted]	6/15/2026 11:08 AM
4	[redacted]	6/13/2026 7:17 AM
5	[redacted]	6/12/2026 3:37 PM
6	[redacted]	6/12/2026 3:03 PM
7	[redacted]	6/12/2026 1:57 PM
8	[redacted]	6/12/2026 1:53 PM

Q1 40 responses

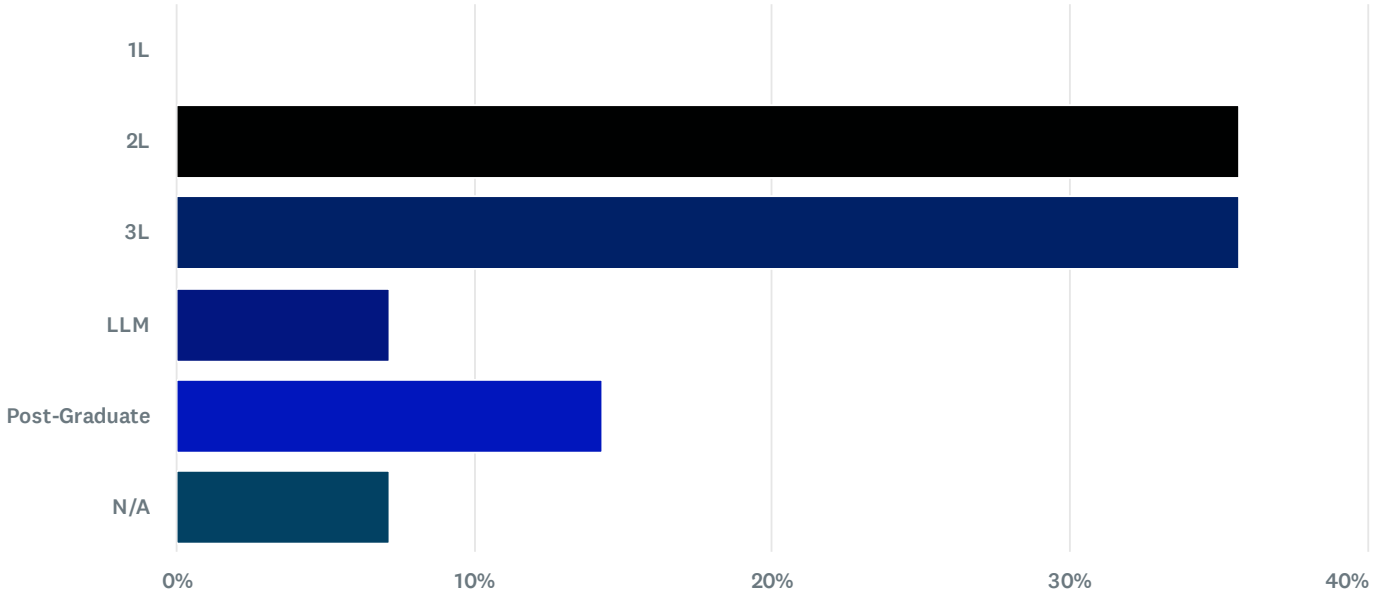
How are you obtaining your legal eduction?



#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 14 responses

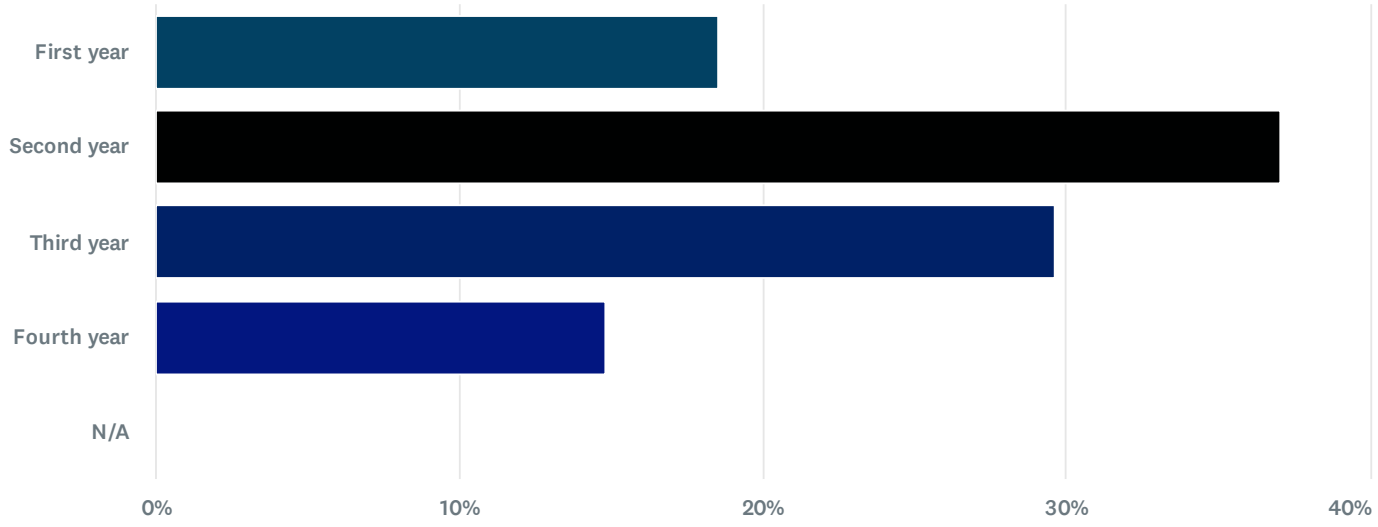
What year will you be enrolled in fall 2026?



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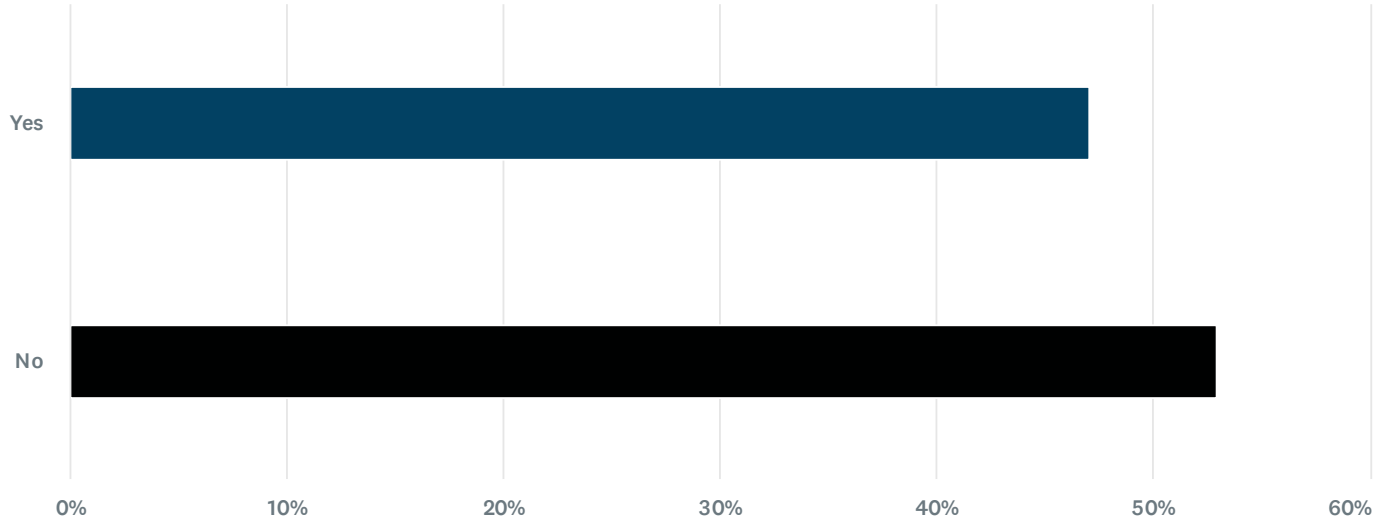
Q3 27 responses

What year will you be in fall 2026?



Q4 34 responses

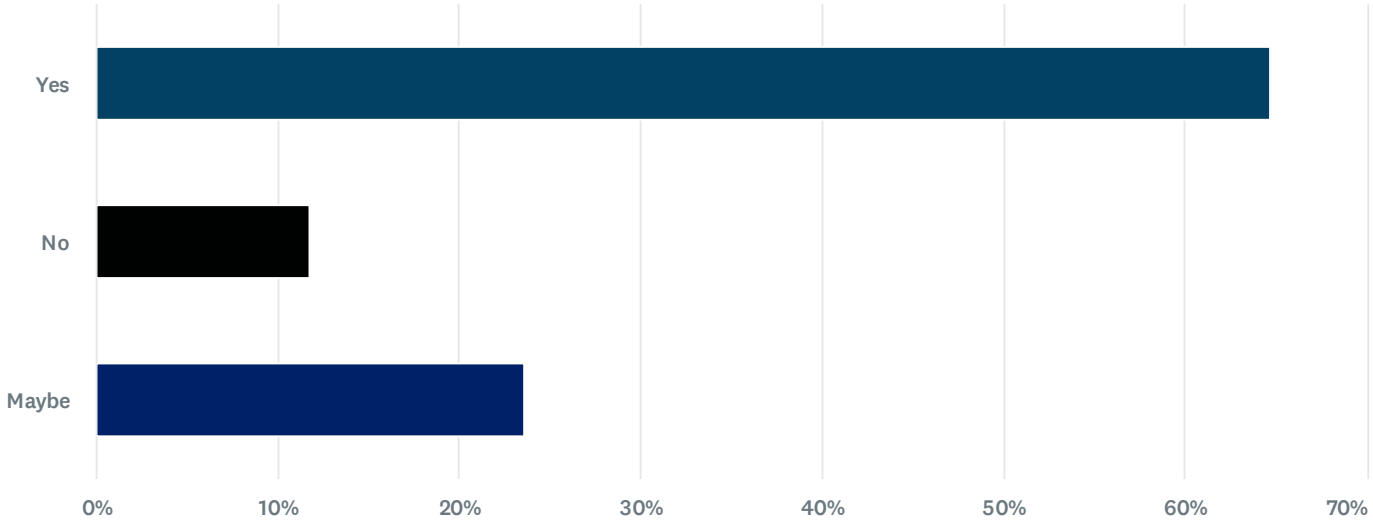
Are you from a rural community?



315

Q5 34 responses

Would you consider practicing in a rural community?



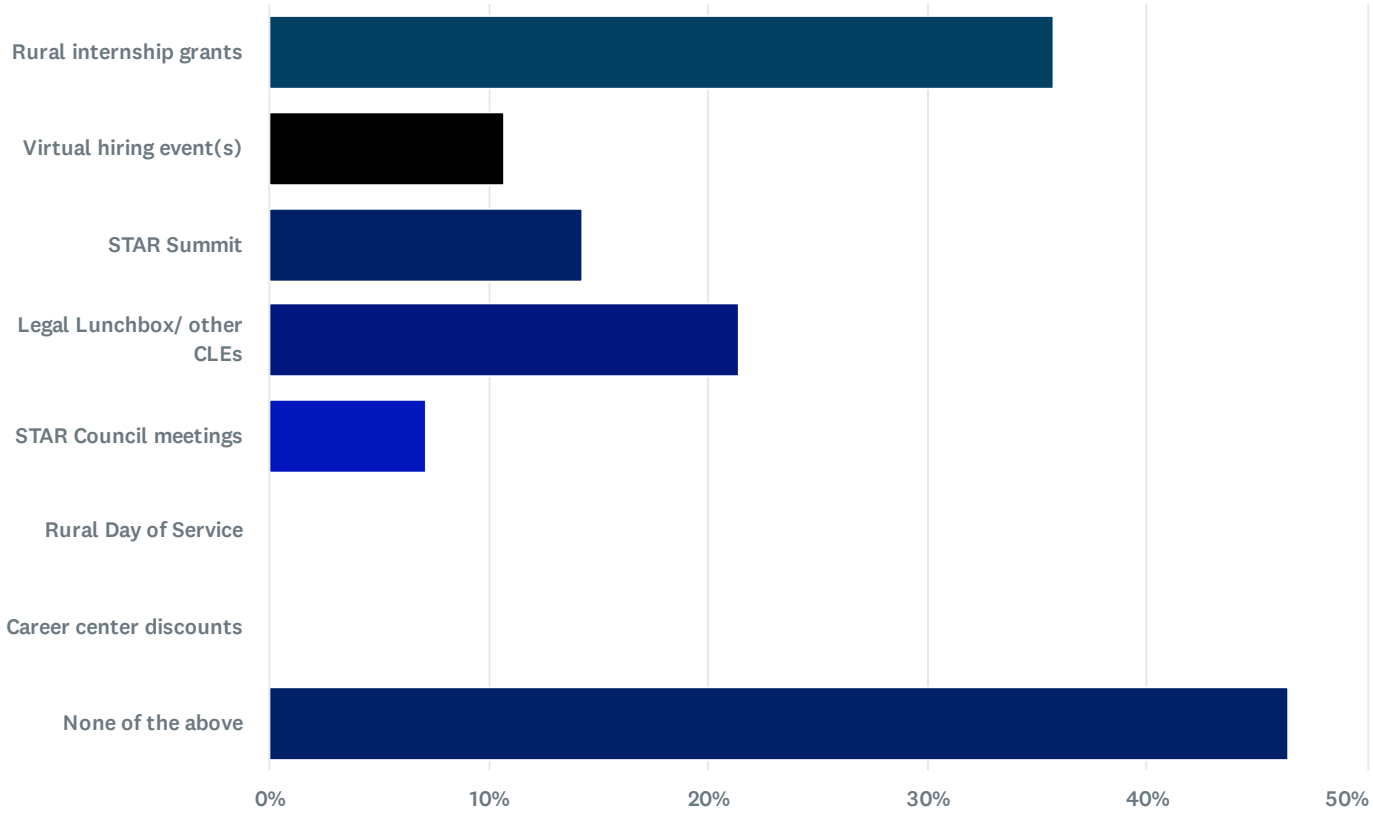
#	WHY?	DATE
1	There is great need. And one can make a direct impact.	6/25/2026 1:02 PM
2	I grew up in a rural community and can appreciate the need for legal professionals in areas with limited resources for the same.	6/22/2026 10:34 AM
3	Rural communities seem to be underserved in Washington	6/22/2026 8:45 AM
4	I would ideally stay close to my family, who all live near Seattle. I am also unaware of full-time environmental law opportunities in rural settings.	6/21/2026 8:07 PM
5	Lifestyle	6/20/2026 2:27 PM
6	Because I adore Washington State	6/17/2026 1:21 PM
7	I would need to practice close to home	6/17/2026 12:11 PM
8	I would consider practicing in Benton County, WA after I practice for a couple of years. I have family who resides in Richland.	6/17/2026 10:54 AM
9	I believe rural communities are disparately impacted by limited availability of legal representation and think it is important for smaller communities to have equal access to effective legal advice and representation as urban areas.	6/17/2026 9:41 AM
10	Although I am currently living in a city, I was raised in a small town and I value the communities that are formed in that environment.	6/17/2026 9:40 AM
11	I hope to practice at my family's law firm once I'm finished with the APR-6 program. It is not in a rural area.	6/17/2026 8:28 AM
12	Already live in one and understand the need for attorneys	6/17/2026 8:21 AM
13	The town I grew up in was considered rural, but no longer is. I see the benefit and value of practicing in those areas.	6/17/2026 8:15 AM
14	Live here and have family here and see the need.	6/17/2026 7:56 AM
15	Yes. I currently live and work in a rural community with a large Hispanic population, and I have seen firsthand the significant need for accessible legal services. As a bilingual legal	6/17/2026 7:42 AM

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	professional, I would welcome the opportunity to continue serving underserved communities and helping bridge language and access to justice barriers.	
16	salaries are too low	6/17/2026 7:45 AM
17	Our firm handles cases in rural communities, but I don't see myself leaving the firm to practice elsewhere.	6/17/2026 7:42 AM
18	I graduated from a rural high school & have always thought returning to a small community as an attorney would be a great option.	6/15/2026 10:22 AM
19	It’s my community.	6/14/2026 8:28 PM
20	(1) Less competition; (2) Cost of living; (3) people in rural communities deserve access to quality legal representation just as much as people in Seattle	6/13/2026 3:49 PM
21	Better chance to make a difference and build a positive reputation.	6/12/2026 10:28 PM
22	I love helping people	6/12/2026 3:45 PM

Q6 28 responses

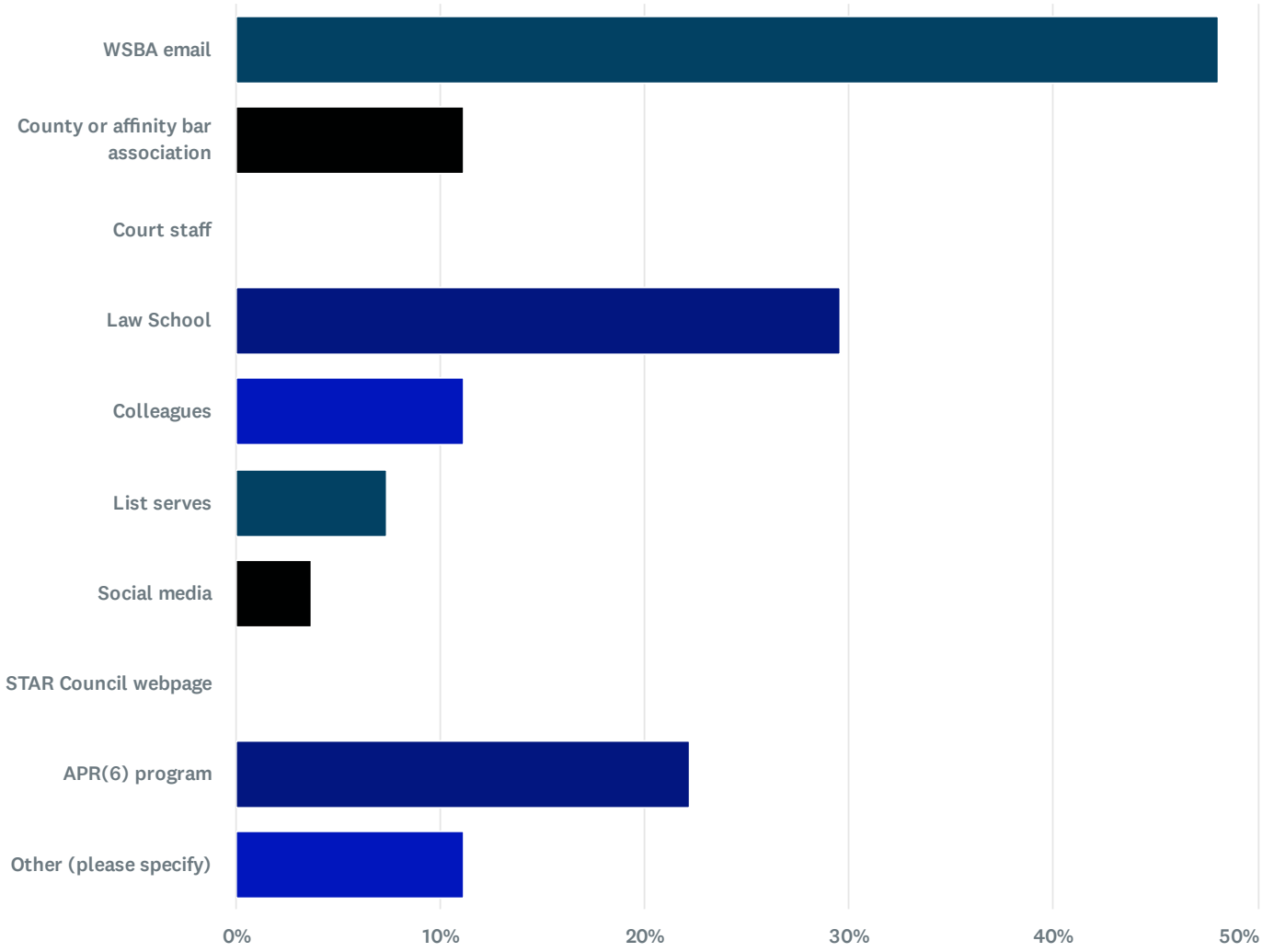
Are you familiar with the Small Town and Rural (STAR) Council and its programs? Please select all that apply.



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Q7 27 responses

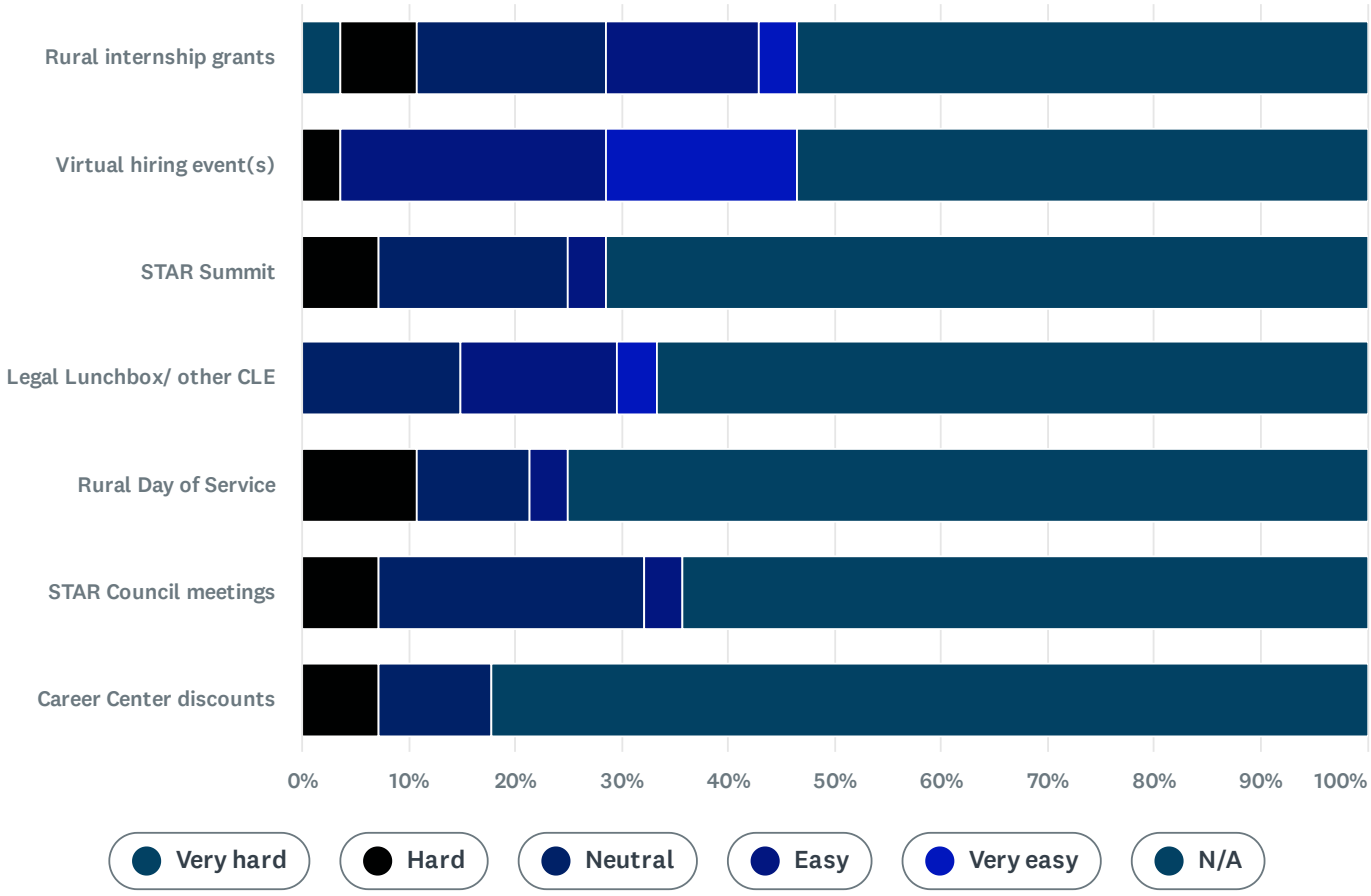
Through which channels have you heard about STAR Council activities? (Select all that apply)



#	OTHER (PLEASE SPECIFY)	DATE
1	Office of public defense outreach	6/25/2026 1:21 PM
2	I have not not heard of it	6/17/2026 12:37 PM
3	Not familiar	6/17/2026 7:44 AM

Q8 28 responses

How easy is it for you to access the following STAR Council/WSBA offerings from your location?



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Q9 What are some of the barriers that would prevent you from practicing in a rural community?

Answered: 22 Skipped: 18

#	RESPONSES	DATE
1	I'm married, where my wife is employed would be an imporant consideration.	6/25/2026 1:04 PM
2	Lack of job security, decrease in pay, limited professional resources	6/22/2026 10:36 AM
3	Moving my family away from their support.	6/22/2026 8:53 AM
4	Specialized field opportunities (environmental) and training opportunities from people with specialized knowledge.	6/21/2026 8:09 PM
5	Ensuring that there is also work for my spouse.	6/20/2026 2:31 PM
6	none, I live in the rural community I plan to serve.	6/17/2026 12:37 PM
7	Location/travel	6/17/2026 12:13 PM
8	I cannot think of any at present.	6/17/2026 9:47 AM
9	My spouse's job with the University of Washington will likely keep us in the Seattle/Tacoma area.	6/17/2026 9:41 AM
10	None for me personally.	6/17/2026 9:00 AM
11	I would like to work at our family law firm.	6/17/2026 8:32 AM
12	None	6/17/2026 8:23 AM
13	Mentorship	6/17/2026 8:17 AM
14	Cost of practice and lack of location for office.	6/17/2026 7:57 AM
15	I don't see any at this time.	6/17/2026 7:54 AM
16	Potential barriers include the financial realities of rural practice, limited resources for clients, and the high demand for legal services. Despite those challenges, I remain committed to serving this community because of the significant need for bilingual legal professionals.	6/17/2026 7:51 AM
17	Salary, cost of living	6/17/2026 7:46 AM
18	Limited court schedules, unwritten court rules, lack of community ties, barriers to understanding local community norms, concerns of being "hometowned"	6/17/2026 7:44 AM
19	I have already found the firm I'd like to work at when I become an attorney.	6/17/2026 7:43 AM
20	accessibility, pay, etc.	6/15/2026 10:29 AM
21	Few or no job postings in private practice that also pay well.	6/12/2026 10:31 PM
22	Commute	6/12/2026 3:46 PM

Q10 To help the STAR Council assess new or ongoing initiatives, which actions would be the most helpful to aspiring rural lawyers?

Answered: 14 Skipped: 26

#	RESPONSES	DATE
1	Pre-coordinated housing assistance/arrangement. Even with $, finding a short term place is difficult	6/25/2026 1:21 PM
2	I'm not sure of the meaning of this question, my apologies.	6/25/2026 1:04 PM
3	Provide training and support so new rural attorneys don't feel like they are alone. I'd imagine it's hard for rural attorneys to brainstorm with other attorneys in their area when there are so few of them.	6/22/2026 8:53 AM
4	Work with the law schools to ensure they are advertising/sharing information with their students about rural practice opportunities.	6/20/2026 2:31 PM
5	The way of life in small towns is great for families and people, you build a community and its like the whole town is family.	6/17/2026 12:37 PM
6	Outreach to those located, or who have announced intention to practice, in rural communities to inform them of STAR offerings and benefits and how to access them. A newsletter or introductory mailing with additional information and how to contact.	6/17/2026 9:47 AM
7	Support for rural firms looking to hire, classes specific to issues faced in rural communities.	6/17/2026 9:00 AM
8	More easily accessible resources and/or ways of making it known they exist. I honestly didn't know this was a thing until the survey request	6/17/2026 8:23 AM
9	Visibility. I did not know the STAR Council existed until this survey prompt from the APR6 program emails.	6/17/2026 8:17 AM
10	Office space, networking, mentor in the small town	6/17/2026 7:57 AM
11	Providing mentorship opportunities, financial support for law students and new attorneys, and pathways that connect aspiring lawyers with rural communities would be most helpful. In particular, experienced attorneys play a critical role in mentoring and supporting newer lawyers as they develop their skills and navigate the challenges of rural practice. Increasing access to bilingual legal services and supporting attorneys who serve underserved populations would also help address critical legal needs in rural areas. Strong mentorship from seasoned practitioners helps ensure that new attorneys are successful and remain committed to serving these communities long term.	6/17/2026 7:51 AM
12	Assistance with purchasing a home	6/17/2026 7:46 AM
13	1. Better pay/more flexibility for rural public defender program; 2. Initiatives that would support rural practice post grad (perhaps a bar prep scholarship or other stipend? 3. More competitive pay; 4. Accessibility to the rural community legal programs. As an anecdote, I applied for a rule 9 position directly with grant county for summer 2026 in October 2025. Grant Co. did not get back to me to schedule an interview until May 2026. By then, I had already secured a summer position several months prior.	6/15/2026 10:29 AM
14	Hosting how-to seminars on starting a solo law practice.	6/12/2026 10:31 PM

Q11 What do you think the STAR Council could be doing to help encourage future lawyers to consider practicing in rural areas?

Answered: 16 Skipped: 24

#	RESPONSES	DATE
1	Really push that the boundaries are reduced by the program and folks just considering it aren't faced with as many collateral constraints	6/25/2026 1:21 PM
2	As a full time student, I consider myself a captive audience, in a sense, at the law school. I have attended many lunch and morning presentation and meetings with all kinds of interesting attorneys and representatives from different populations, so I think any kind of presentations at the law schools could be very helpful.	6/25/2026 1:04 PM
3	Highlight some of the better points of working with a small community	6/22/2026 8:53 AM
4	Highlight the potential growth and skills that they can develop right out of law school in rural practice to then ether remain in the rural area or use their skills as a stepping stone for transition back to larger cities/firms.	6/20/2026 2:31 PM
5	Legal support clinics to provide additional staff to help manage workloads - perhaps a set number of hours the staff can be used by a lawyer monthly/quarterly to help with administrative work, community outreach, etc., for the purposes of benefitting the community and represent more individuals in need.	6/17/2026 9:47 AM
6	Keep talking about it. Send job opportunities to final year Law Clerks, Students.	6/17/2026 9:00 AM
7	I think sharing about the need for future lawyers in rural areas would be impactful. People in this field want to make a difference and showing the needs of the people in small towns might give them this opportunity.	6/17/2026 8:32 AM
8	More information	6/17/2026 8:23 AM
9	Again, visibility, making known that it's an option, and then showing the benefits.	6/17/2026 8:17 AM
10	Mentor offered by people in the towns. Not very inviting to want to practice in. difficult to make people aware.	6/17/2026 7:57 AM
11	I'm not sure. This is the first time I've heard of STAR Council.	6/17/2026 7:54 AM
12	I believe the STAR Council could help encourage future lawyers to practice in rural areas by expanding mentorship opportunities with experienced attorneys, increasing financial support and incentives for law students and new lawyers, and creating more opportunities for aspiring attorneys to gain hands-on experience in rural communities. Having experienced attorneys actively mentor and guide newer lawyers can make a significant difference in helping them build confidence, develop practical skills, and establish long term careers serving rural and underserved populations.	6/17/2026 7:51 AM
13	Financial training	6/17/2026 7:46 AM
14	I applied for the Rule 9 rural public defender program last fall, but it was a process that took several months from application to decision. I went through two interviews. When an offer was not forthcoming by late winter as a 2L, I became concerned that I would not have a placement for summer, so I felt compelled to apply for other Rule 9 positions that were closer to where I attend law school. I was prepared to relocate to Grant, Chelan, or Douglas county for the rural rule 9 program, but was unable to accept a position if it were offered given the timing of the decision process.	6/15/2026 10:29 AM
15	Offer more financial opportunities for law students to intern/extern/bar prep.	6/14/2026 8:30 PM
16	Encouraging local attorneys to prioritize recruiting new law graduates.	6/12/2026 10:31 PM

Q12 Name:

Answered: 13 Skipped: 27

#	RESPONSES	DATE
1	[redacted]	6/25/2026 1:04 PM
2	[redacted]	6/22/2026 8:54 AM
3	[redacted]	6/17/2026 12:37 PM
4	[redacted]	6/17/2026 9:48 AM
5	[redacted]	6/17/2026 9:00 AM
6	[redacted]	6/17/2026 8:32 AM
7	[redacted]	6/17/2026 8:24 AM
8	[redacted]	6/17/2026 8:17 AM
9	[redacted]	6/17/2026 7:58 AM
10	[redacted]	6/17/2026 7:51 AM
11	[redacted]	6/17/2026 7:44 AM
12	[redacted]	6/15/2026 10:29 AM
13	[redacted]	6/12/2026 3:47 PM

Q13 E-mail Address:

Answered: 13 Skipped: 27

#	RESPONSES	DATE
1	[redacted]	6/25/2026 1:04 PM
2	[redacted]	6/22/2026 8:54 AM
3	[redacted]	6/17/2026 12:37 PM
4	[redacted]	6/17/2026 9:48 AM
5	[redacted]	6/17/2026 9:00 AM
6	[redacted]	6/17/2026 8:32 AM
7	[redacted]	6/17/2026 8:24 AM
8	[redacted]	6/17/2026 8:17 AM
9	[redacted]	6/17/2026 7:58 AM
10	[redacted]	6/17/2026 7:51 AM
11	[redacted]	6/17/2026 7:44 AM
12	[redacted]	6/15/2026 10:29 AM
13	[redacted]	6/12/2026 3:47 PM

WASHINGTON STATE
BAR ASSOCIATION

CHARTER
Small Town and Rural Council

Adopted: April 17, 2021. Amended July 17, 2021; September 7, 2024; November 14, 2025.

Purpose

As an advisory entity to the WSBA Board of Governors, the Small Town and Rural (STAR) Council is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Council 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 Council 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 Council 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 Council 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 Council 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 Council and reflective of Washington's unique geographic and sociogeographic 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 nonmetro 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 are rural, but likely adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

This definition will serve as the "per se" definition of rural. The STAR Council has the authority to change this definition based on specific programming objectives.

Composition

The member appointment process will follow the process for WSBA Committees. Members of the STAR Council should have demonstrated experience and/or interest in a thriving legal practice in Washington's rural communities. The STAR Council 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 New 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

In FY21, the first appointments to the STAR Council were effectuated in a staggered rotation of STAR Council members. Therefore, the following terms were in place for the first appointment cycle only. All subsequent terms should adhere to the term limits stated above. STAR Council members 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 per 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 New Member
- 1 Active WSBA Lawyer Member currently employed with a Qualified Legal Service Provider (QLSP).

Scope of Work

The scope of the STAR Council'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 and increase access to justice in Washington's rural communities. The STAR Council 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 Council.

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 Council 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 Council should conduct an assessment within five years from the date of Board of Governors' initial approval of the STAR Committee by 1) conducting a survey of rural practitioners to provide stakeholder feedback regarding the impact of this Council 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 Council is necessary to continue the scope of work.

STAR Council Deliverables 2022-2026

2022

- Nov. 3, 2022 – Rural and Small Town Practice Day – Proclamation
- Nov. 15, 2022 – Rural Practice Panel (virtual) – Gonzaga
    - 91 registered, 64 attended
    - 5 panelists
        - Jaime (Jr) Cuevas, General Counsel – Ramsey Corp.
        - Paul Kelley, Director – Dept of assigned Counsel, Yakima
        - Melena Pinkham – Skamania County Prosecutor
        - Sarah Cuellar – Law Office of Sarah Cuellar, Ferry County
- Nov. 15, 2022 – Career Center Discount launched through present day
    - 122 inquiries to date - 118 eligible for discount, 4 ineligible, 1 n/a
    - Employer Discount Code Usage
        - 2026 – 14 positions
        - 2025 – 83 positions
        - 2024 – 120 positions
        - 2023 – 61 positions
        - 2022 – 17 positions

2023

- Mar. 31, 2023 – Spring Hiring Event
    - 48 jobs posted for attorneys and law student interns
    - 44 applicants
    - 110 applications
    - two hires made for postgrad attorney positions
- Apr. 12, 2023 – CLE - The Rural Practice Shortage in Washington and the WSBA's Response
    - 1640 registered, 1272 attended
    - Faculty
        - Hunter Abell
        - Judge Kathryn Burke
        - Rusty McGuire
        - Kari Petrasek
        - Kevin Plachy
- May 6, 2023 - Outreach event (Yakima)
    - 11 RSVPs
- Nov. 15, 2023 – Rural Practice Panel (virtual)
    - 25 registered, 11 attended
    - At least 3 Panelists
        - Jaime (Jr) Cuevas, General Counsel – Ramsey Corp.
        - Jesse Lamp, Ferry County Prosecutor
        - Jacob Montgomery, rural practice intern
- Nov. 13, 2023 – Dec. 13, 2023 – Rural Practice Awareness Month – Proclamation

2024

- Mar. 29, 2024 – Rural Internship Grants
    - 7 applicants (3 ineligible)
    - 3 recipients
        - Hope Nelson, Seattle University
        - Shaw Lowry, Gonzaga University
        - Olivia Perez, Gonzaga University
- Apr. 4, 2024 – Spring Virtual Hiring Event
    - 17 employers
    - 40 student job seekers registered
    - 15-20 job seekers in afternoon session
    - Rusty: 8 good interviews, hired 2-3 interns
    - one additional hire made for a postgrad associate attorney position
    - 33 applications
    - 21 job postings
- Jun. 6, 2024 – STAR Summit (Spokane)
    - 71 attendees
    - Faculty/ presenters
        - Ashley Cummins
        - Blanca Rodriguez
        - César E. Torres
        - Chief Justice Steven C. González
        - Erin Lloyd
        - Ethan Jones
        - Jaime Cueva, Jr
        - Judge Salvador Mendoza, Jr
        - Laura Contreras
        - Laurie Powers
        - Merf Ehman
        - Rachel Cortez
        - Rusty McGuire
        - Sarah Glorian
        - Tony Gonzalez
- Jul. 30, 2024 – Legal Lunchbox: Legal Issues Affecting Farm Workers & Agricultural Employers
    - 2191 registered, 1664 attended

2025

- Jan. 27, 2025 – Rural Internship Grants
    - 15 applicants (3 ineligible)
    - 10 recipients (9 STAR, 1 Family Law Section Donation)
        - Jacob Paptritz, Gonzaga
        - Elizabeth Valencia, Widener University Commonwealth Law School
        - Alejandra Tinoco Bonilla, Seattle University
        - Vanessa Arias, Seattle University
        - Stephanie Chavez, APR6 Law Clerk

        - Hannah Harrington, University of Idaho College of Law
        - Emmalee Johnson, University of Washington
        - Cristina Espinoza, Seattle University
        - Tori Ashley, University of Washington
        - Kristen Kowalski, Willamette University College of Law
- Apr. 4, 2025 – Spring Virtual Hiring Event
    - 19 employers
    - 29 applicants
    - 67 applications
    - 21 job postings
    - Three total hires made. Two for summer associate/intern positions and one for an associate attorney position postgrad
- Apr. 29, 2025 – Legal Lunchbox: APR6 Law Clerks in Rural Practice
    - 1954 registered, 1556 attended
    - Faculty
        - Ashley Cummins
        - Gordon Edgar
        - Sophia Bird McSherry
        - Jerry Moberg
        - William (Bill) Pickett
        - Blanca Rodriguez
        - Katherine Skinner
        - Jason Walker
- Jun. 27, 2025 – STAR Summit (Toppenish)
    - 70 attendees
    - Faculty/presenters
        - Bree Black Horse
        - Chief Justice Debra Stephens
        - Judge Rebecca Pennell
        - Judge Megan Murphy
        - Mitchell Crook
        - Sarah Wixson
        - Chris Crago
        - Sandra Schilling
        - Judge Sonia Rodriguez True
        - Adrián Palma
        - Jacqueline Schaefer
        - Margeaux Green
        - Terra Nevitt
        - Renata Garcia
        - Gordon Edgar
        - Katherine Skinner
        - Mirta Laura Conteras
        - Gillian Dutton
        - Dilnoza Chorieva
        - Paul Rodgers

        - Alicia Kikuchi
        - Kelsey Armstrong-Hann
        - Kari Petrasek
- Sep. 12, 2025 – Rural Day of Service with Northwest Justice Project (Omak)
    - 7 volunteer attorneys
        - Heidi Appel
        - Thomas Hayward
        - Michelle Hesse
        - Robert Morgan
        - Joanne Dantonio
        - Anne Lee
        - Jesse Lamp
    - 14 members of the public served
- Nov. 14, 2025 – Fall Virtual Hiring Event
    - 38 employers
    - 27 applicants
    - 90 applications
    - 51 job postings
    - Six total hires made, but eight total offers extended. Five for summer associate/intern positions and one for an associate attorney position postgrad

2026

- Feb. 19, 2026 – Rural Internship Grants
    - 26 applicants (1 ineligible)
    - 11 recipients (9 STAR, 1 SSP, 1 FLEC)
        - Aaron Espinnoza-Cisneros, University of Oregon School of Law
        - Audrey Tran, Gonzaga University (FLEC recipient)
        - Carolee Edwards, Mitchell Hamline School of Law
        - Claire Anderson, Gonzaga University
        - Diego Soto-Eisenberg, University of Washington
        - Jocelyn Granados, University of Washington
        - Katherine Denison, Gonzaga University
        - MacKenzie Wood, Gonzaga University
        - Max Adams, The Catholic University of America, Columbus School of Law (SSP recipient)
        - Tomek Gross, University of Washington
        - Valentina Aznar, University of Washington
- Apr. 4, 2026 – Spring Virtual Hiring Event
    - 19 employers
    - 8 applicants
    - 14 applications
    - 21 job postings
    - One total hire made for a summer associate/intern position
- Apr. 28, 2026 – Legal Lunchbox: Recognizing Indian Law Issues in State Civil & Criminal Cases
    - 2878 registered, 1793 attended
    - Faculty

        - Bree Black Horse
        - Brenda George
        - Ashley Cummins
- May 29, 2026 - Rural and Small Town Practice – Proclamation
- Jun. 26, 2026 – STAR Summit (Ellensburg)
    - 55 attendees
    - Faculty/presenters
        - Dr. Cody Stoddard
        - Justice G. Helen Whitener
        - Tyler O'Brien
        - David Leonhardt
        - Lesly Diaz-Perez
        - Michele Moore
        - Fabiola Jimenez
        - Edwardo Morfin
        - Jocelyn Granados
        - Sandra Schilling
        - Mark K. Baumann
        - Crissy Anderson
        - Rikki Thompson
        - Ashley Cummins
        - Kari Petrasek
- Jul. 27, 2026 – Rural Day of Service with Inland Empire Legal Aid (Chewelah)
    - 3 volunteer attorneys
        - Nicholas Pleasants
        - Chris Montgomery
        - Summer Stahl
    - 4 members of the public served
- Sep. 18, 2026 – Rural Day of Service with Northwest Justice Project (Moses Lake)
    - 13 volunteer attorneys (signed up as of Aug. 14, 2026)
    - 10 potential members of the public served (as of Aug. 13, 2026)

County	10/3/2022	7/1/2026	Difference	Percentage Left	Percentage Lost
Adams*	17	6	-11	35.29%	-64.71%
Asotin*	25	24	-1	96.00%	-4.00%
Benton	406	353	-53	86.95%	-13.05%
Chelan	262	234	-28	89.31%	-10.69%
Clallam	160	138	-22	86.25%	-13.75%
Clark	994	853	-141	85.81%	-14.19%
Columbia*	8	7	-1	87.50%	-12.50%
Cowlitz	144	122	-22	84.72%	-15.28%
Douglas*	40	37	-3	92.50%	-7.50%
Ferry*	8	6	-2	75.00%	-25.00%
Franklin	59	43	-16	72.88%	-27.12%
Garfield*	3	2	-1	66.67%	-33.33%
Grant	124	117	-7	94.35%	-5.65%
Grays Harbor	111	108	-3	97.30%	-2.70%
Island	149	142	-7	95.30%	-4.70%
Jefferson*	122	97	-25	79.51%	-20.49%
King	17,380	14,805	-2575	85.18%	-14.82%
Kitsap	849	767	-82	90.34%	-9.66%
Kittitas*	94	80	-14	85.11%	-14.89%
Klickitat*	27	28	1	103.70%	3.70%
Lewis	116	82	-34	70.69%	-29.31%
Lincoln*	13	13	0	100.00%	0.00%
Mason	99	85	-14	85.86%	-14.14%
Okanogan*	86	77	-9	89.53%	-10.47%
Pacific*	29	29	0	100.00%	0.00%
Pend Oreille*	14	9	-5	64.29%	-35.71%
Pierce	2,461	2173	-288	88.30%	-11.70%
San Juan*	96	76	-20	79.17%	-20.83%
Skagit	300	241	-59	80.33%	-19.67%
Skamania*	18	16	-2	88.89%	-11.11%
Snohomish	1702	1547	-155	90.89%	-9.11%
Spokane	2054	1753	-301	85.35%	-14.65%
Stevens*	52	40	-12	76.92%	-23.08%
Thurston	1,720	1596	-124	92.79%	-7.21%
Wahkiakum*	11	9	-2	81.82%	-18.18%
Walla Walla	122	117	-5	95.90%	-4.10%
Whatcom	601	551	-50	91.68%	-8.32%
Whitman*	72	62	-10	86.11%	-13.89%
Yakima	443	370	-73	83.52%	-16.48%
Totals:	**30,991**	**26,815**	**-4176**	**86.53%**	**-13.47%**

** Rural county under STAR Council definition: counties with populations of 50,000 or less*
County populations based on 2024 US Census Bureau data

WSBA Member* Licensing Counts 10/3/22 9:02:03 AM GMT-07:00

Member Type	In WA State	All
Attorney - Active	26,469	33,828
Attorney - Emeritus	112	120
Attorney - Honorary	361	412
Attorney - Inactive	2,677	5,844
Judicial	631	660
LLLT - Active	75	75
LLLT - Inactive	8	9
LPO - Active	793	803
LPO - Inactive	147	163
	31,273	41,914

Misc Counts	
All License Types **	42,322
All WSBA Members	41,914
Members in Washington	31,273
Members in western Washington	27,062
Members in King County	17,380
Members in eastern Washington	3,929
Active Attorneys in western Washington	22,958
Active Attorneys in King County	15,193
Active Attorneys in eastern Washington	3,260
New/Young Lawyers	6,935
MCLE Reporting Group 1	11,512
MCLE Reporting Group 2	11,071
MCLE Reporting Group 3	11,757
Foreign Law Consultant	21
House Counsel	377
Indigent Representative	10

By District		
	All	Active
0	4,610	3,507
1	2,990	2,501
2	2,180	1,767
3	2,118	1,773
4	1,389	1,174
5	3,317	2,724
6	3,520	2,930
7N	5,079	4,336
7S	6,420	5,305
8	2,332	1,988
9	5,044	4,293
10	2,915	2,408
	41,914	34,706

By Section ***	All	Previous Year
Administrative Law Section	255	234
Animal Law Section	90	82
Antitrust, Consumer Protection and Unfair Business Practice	195	198
Business Law Section	1,240	1,247
Cannabis Law Section	72	94
Civil Rights Law Section	176	178
Construction Law Section	502	519
Corporate Counsel Section	1,085	1,097
Creditor Debtor Rights Section	456	464
Criminal Law Section	381	380
Dispute Resolution Section	323	311
Elder Law Section	609	619
Environmental and Land Use Law Section	770	799
Family Law Section	1,013	988
Health Law Section	394	391
Indian Law Section	329	331
Intellectual Property Section	860	867
International Practice Section	246	224
Juvenile Law Section	141	146
Labor and Employment Law Section	973	972
Legal Assistance to Military Personnel Section	81	78
Lesbian, Gay, Bisexual, Transgender (LGBT) Law Section	120	107
Litigation Section	1,026	1,042
Low Bono Section	77	84
Real Property Probate and Trust Section	2,279	2,303
Senior Lawyers Section	222	232
Solo and Small Practice Section	881	906
Taxation Section	626	624
World Peace Through Law Section	132	143

*** Per WSBA Bylaws 'Members' include active attorney, emeritus pro-bono, honorary, inactive attorney, judicial, limited license legal technician (LLLT), and limited practice officer (LPO) license types.**

**** All license types include active attorney, emeritus pro-bono, foreign law consultant, honorary, house counsel, inactive attorney, indigent representative, judicial, LPO, and LLLT.**

***** The values in the All column are reset to zero at the beginning of the year (Jan 1). The Previous Year column is the total from the last day of the prior year (Dec 31). WSBA staff with complimentary membership are not included in the counts.**

By State and Province	
Alabama	22
Alaska	199
Alberta	9
Arizona	372
Arkansas	20
Armed Forces Americas	3
Armed Forces Europe, Middle East	24
Armed Forces Pacific	9
British Columbia	96
California	2,006
Colorado	294
Connecticut	48
Delaware	7
District of Columbia	363
Florida	276
Georgia	91
Guam	14
Hawaii	143
Idaho	516
Illinois	167
Indiana	48
Iowa	30
Kansas	31
Kentucky	41
Louisiana	47
Maine	16
Maryland	120
Massachusetts	88
Michigan	78
Minnesota	113
Mississippi	5
Missouri	77
Montana	181
Nebraska	17
Nevada	165
New Hampshire	14
New Jersey	59
New Mexico	76
New York	271
North Carolina	89
North Dakota	9
Northern Mariana Islands	6
Nova Scotia	1
Ohio	94
Oklahoma	47
Ontario	17
Oregon	2,783
Pennsylvania	71
Puerto Rico	6
Quebec	2
Rhode Island	17
South Carolina	35
South Dakota	7
Tennessee	63
Texas	432
Utah	189
Vermont	13
Virginia	273
Virgin Islands	2
Washington	31,273
Washington Limited License	1
West Virginia	5
Wisconsin	51
Wyoming	20

By WA County	
Adams	17
Asotin	25
Benton	406
Chelan	262
Clallam	160
Clark	994
Columbia	8
Cowlitz	144
Douglas	40
Ferry	8
Franklin	59
Garfield	3
Grant	124
Grays Harbor	111
Island	149
Jefferson	122
King	17,380
Kitsap	849
Kittitas	94
Klickitat	27
Lewis	116
Lincoln	13
Mason	99
Okanogan	86
Pacific	29
Pend Oreille	14
Pierce	2,461
San Juan	96
Skagit	300
Skamania	18
snohomish	1
Snohomish	1,701
Spokane	2,053
SPOKANE	1
Stevens	52
Thurston	1,720
Wahkiakum	11
Walla Walla	122
Whatcom	601
Whitman	72
Yakima	443

By Admit Yr	
1946	1
1947	2
1948	2
1949	1
1950	4
1951	12
1952	17
1953	15
1954	20
1955	9
1956	29
1957	20
1958	25
1959	28
1960	25
1961	21
1962	25
1963	29
1964	30
1965	44
1966	55
1967	53
1968	70
1969	83
1970	85
1971	91
1972	140
1973	221
1974	210
1975	259
1976	312
1977	324
1978	346
1979	380
1980	399
1981	442
1982	422
1983	459
1984	1,056
1985	533
1986	721
1987	687
1988	606
1989	669
1990	840
1991	814
1992	798
1993	893
1994	852
1995	799
1996	779
1997	891
1998	875
1999	893
2000	894
2001	892
2002	973
2003	1,033
2004	1,068
2005	1,102
2006	1,169
2007	1,244
2008	1,085
2009	965
2010	1,059
2011	1,043
2012	1,065
2013	1,208
2014	1,332
2015	1,575
2016	1,295
2017	1,369
2018	1,291
2019	1,350
2020	1,543
2021	1,409
2022	955

WSBA Member* Demographics Report 10/3/22 8:59:55 AM GMT-07:00

By Years Licensed	
Under 6	8,388
6 to 10	6,450
11 to 15	5,443
16 to 20	4,965
21 to 25	4,163
26 to 30	3,644
31 to 35	2,912
36 to 40	2,399
41 and Over	3,550
Total:	**41,914**

By Age	All	Active
21 to 30	1,676	1,616
31 to 40	9,103	8,223
41 to 50	10,387	8,758
51 to 60	9,209	7,293
61 to 70	7,424	5,482
71 to 80	3,468	2,283
Over 80	647	173
Total:	**41,914**	**33,828**

By Gender	
Female	12,139
Male	15,966
Non-Binary	26
Not Listed	26
Selected Mult Gender	32
Transgender	1
Two-spirit	4
Respondents	**28,194**
No Response	**13,720**
All Member Types	**41,914**

By Disability	
Yes	1,271
No	19,681
Respondents	**20,952**
No Response	**20,962**
All Member Types	**41,914**

By Sexual Orientation	
Asexual	25
Gay, Lesbian, Bisexual, Pansexual, or Queer	626
Heterosexual	5,384
Not Listed	119
Selected multiple orientations	29
Two-spirit	4
Respondents	**6,187**
No Response	**35,727**
All Member Types	**41,914**

By Ethnicity	
American Indian / Native American / Alaskan Native	223
Asian-Central Asian	27
Asian-East Asian	291
Asian-South Asian	86
Asian-Southeast Asian	88
Asian—unspecified	1,010
Black / African American / African Descent	662
Hispanic / Latinx	709
Middle Eastern Descent	30
Multi Racial / Bi Racial	1,082
Not Listed	213
Pacific Islander / Native Hawaiian	63
White / European Descent	22,502
Respondents	**26,986**
No Response	**14,928**
All Member Types	**41,914**

Members in Firm Type	
Bank	45
Escrow Company	62
Government/ Public Secto	5,177
House Counsel	3,255
Non-profit	526
Title Company	125
Solo	5,009
Solo In Shared Office Or	1,194
2-5 Members in Firm	4,153
6-10 Members in Firm	1,670
11-20 Members in Firm	1,256
21-35 Members in Firm	771
36-50 Members In Firm	558
51-100 Members in Firm	605
100+ Members in Firm	1,850
Not Actively Practicing	2,153
Respondents	**28,409**
No Response	**13,505**
All Member Types	**41,914**

By Practice Area	
Administrative-regulator	2,295
Agricultural	236
Animal Law	107
Antitrust	318
Appellate	1,649
Aviation	186
Banking	435
Bankruptcy	827
Business-commercial	5,237
Cannabis	158
Civil Litigation	372
Civil Rights	1,096
Collections	479
Communications	216
Constitutional	656
Construction	1,342
Consumer	762
Contracts	4,298
Corporate	3,618
Criminal	3,610
Debtor-creditor	876
Disability	571
Dispute Resolution	1,222
Education	478
Elder	818
Employment	2,779
Entertainment	316
Environmental	1,268
Estate Planning-probate	3,207
Family	2,542
Foreclosure	442
Forfeiture	94
General	2,475
Government	2,864
Guardianships	767
Health	961
Housing	334
Human Rights	315
Immigration-naturaliza	1,009
Indian	573
Insurance	1,603
Intellectual Property	2,285
International	898
Judicial Officer	448
Juvenile	787
Labor	1,111
Landlord-tenant	1,198
Land Use	864
Legal Ethics	292
Legal Research-writing	852
Legislation	447
Lgbtq	97
Litigation	4,767
Lobbying	167
Malpractice	727
Maritime	303
Military	381
Municipal	905
Non-profit-tax Exempt	637
Not Actively Practicing	2,029
Oil-gas-energy	265
Patent-trademark-copyr	1,336
Personal Injury	3,135
Privacy And Data Securit	435
Real Property	2,665
Real Property-land Use	2,089
Securities	784
Sports	181
Subrogation	127
Tax	1,296
Torts	2,034
Traffic Offenses	569
Workers Compensation	681

By Languages Spoken	
Afrikaans	5
Akan /twi	6
Albanian	2
American Sign Language	20
Amharic	22
Arabic	49
Armenian	8
Bengali	13
Bosnian	15
Bulgarian	13
Burmese	3
Cambodian	6
Cantonese	107
Cebuano	7
Chamorro	5
Chaozhou/chiu Chow	1
Chin	1
Croatian	20
Czech	7
Danish	19
Dari	5
Dutch	22
Egyptian	2
Estonian	1
Farsi/persian	70
Finnish	8
French	689
French Creole	2
Fukienese	3
Ga/kwa	2
German	404
Gikuyu/kikuyu	1
Greek	33
Gujarati	16
Haitian Creole	3
Hebrew	39
Hindi	108
Hmong	1
Hungarian	17
Ibo	4
Icelandic	2
Ilocano	9
Indonesian	12
Italian	167
Japanese	213
Javanese	1
Kannada/canares	4
Kapampangan	2
Khmer	3
Korean	242
Kurdish/kurmanji	1
Lao	5
Latvian	6
Lithuanian	5
Malay	4
Malayalam	8
Mandarin	411
Marathi	6
Mien	1
Mongolian	1
Navajo	1
Nepali	5
Norwegian	36
Not_listed	49
Oromo	3
Pashto	1
Persian	23
Polish	34
Portuguese	132
Portuguese Creole	1
Punjabi	71
Romanian	23
Russian	237
Samoan	7
Serbian	17
Serbo-croatian	12
Sign Language	19
Singhalese	2
Slovak	3
Spanish	1,852
Spanish Creole	3
Swahili	8
Swedish	53
Tagalog	70
Taishanese	5
Taiwanese	24
Tamil	10
Telugu	4
Thai	12
Tigrinya	5
Tongan	1
Turkish	16
Ukrainian	45
Urdu	47
Vietnamese	89
Yoruba	10
Yugoslavian	3

*** Includes active attorneys, emeritus pro-bono, honorary, inactive attorneys, judicial, limited license legal technician (LLLT), and limited practice officer (LPO).**

WSBA Member* Licensing Counts 7/1/26 3:20:54 PM GMT-07:00

Member Type	In WA State	All
Attorney - Active	26,568	34,779
Attorney - Emeritus	850	968
Attorney - Inactive	2,421	5,589
Attorney - Pro Bono	126	133
Judicial	652	676
LLLT - Active	67	67
LLLT - Inactive	12	13
LLLT - Pro Bono	1	1
LPO - Active	671	689
LPO - Inactive	142	161
	31,510	43,076

Misc Counts	
All License Types **	43,496
All WSBA Members	43,076
Members in Washington	31,510
Members in western Washington	23,437
Members in King County	14,805
Members in eastern Washington	3,379
Active Attorneys in western Washington	19,731
Active Attorneys in King County	12,843
Active Attorneys in eastern Washington	2,747
New Members	12,811
MCLE Reporting Group 1	11,855
MCLE Reporting Group 2	11,761
MCLE Reporting Group 3	11,670
Foreign Law Consultant	26
House Counsel	395

By District		
	All	Active
0	11,732	8,676
1	2,611	2,241
2	2,357	1,948
3	1,380	1,170
4	1,257	1,065
5	2,486	2,113
6	3,298	2,759
7N	4,188	3,700
7S	5,127	4,389
8	2,469	2,159
9	3,790	3,319
10	2,380	1,996
	43,075	35,535

By Section ***	All	Previous Year
Administrative Law Section	255	240
Animal Law Section	82	76
Antitrust, Consumer Protection and Unfair Business Practice	222	219
Business Law Section	1,177	1,147
Civil Rights Law Section	214	167
Construction Law Section	505	470
Corporate Counsel Section	1,027	957
Creditor Debtor Rights Section	414	404
Criminal Law Section	390	328
Dispute Resolution Section	358	287
Elder Law Section	669	619
Environmental and Land Use Law Section	767	745
Family Law Section	1,147	988
Health Law Section	414	391
Indian Law Section	394	361
Intellectual Property Section	802	762
International Practice Section	226	219
Juvenile Law Section	258	234
Labor and Employment Law Section	1,069	988
Legal Assistance to Military Personnel Section	79	62
Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) Law	156	127
Liquor, Cannabis, and Psychedelics Law Section	98	66
Litigation Section	1,146	980
Low Bono Section	103	128
Real Property Probate and Trust Section	2,268	2,160
Senior Lawyers Section	223	229
Solo and Small Practice Section	1,081	938
Taxation Section	638	605
World Peace Through Law Section	123	106

*** Per WSBA Bylaws 'Members' include active attorney, pro-bono, emeritus, inactive attorney, judicial, limited license legal technician (LLLT), and limited practice officer (LPO) license types.**

**** All license types include active attorney, pro-bono, foreign law consultant, emeritus, house counsel, inactive attorney, indigent representative, judicial, LPO, and LLLT.**

***** The values in the All column are reset to zero at the beginning of the year (Jan 1). The Previous Year column is the total from the last day of the prior year (Dec 31). WSBA staff with complimentary membership are not included in the counts.**

By State and Province	
Alabama	35
Alaska	183
Alberta	8
Arizona	428
Arkansas	26
Armed Forces Europe, Middle East	25
Armed Forces Pacific	14
British Columbia	97
California	2,233
Colorado	307
Connecticut	47
Delaware	15
District of Columbia	364
Florida	323
Georgia	109
Guam	14
Hawaii	141
Idaho	527
Illinois	226
Indiana	55
Iowa	31
Kansas	32
Kentucky	55
Louisiana	44
Maine	17
Maryland	157
Massachusetts	112
Michigan	91
Minnesota	117
Mississippi	8
Missouri	93
Montana	168
Nebraska	20
Nevada	201
New Hampshire	15
New Jersey	70
New Mexico	71
New York	335
North Carolina	106
North Dakota	6
Northern Mariana Islands	5
Nova Scotia	1
Ohio	98
Oklahoma	43
Ontario	23
Oregon	2,833
Pennsylvania	86
Prince Edward Island	1
Puerto Rico	8
Quebec	1
Rhode Island	18
South Carolina	50
South Dakota	9
Tennessee	91
Texas	508
Utah	210
Vermont	13
Virginia	261
Virgin Islands	2
Washington	31,509
Washington Limited License	2
West Virginia	9
Wisconsin	60
Wyoming	25

By WA County	
Adams	6
Asotin	24
Benton	353
Chelan	234
Clallam	138
Clark	853
Columbia	7
Cowlitz	122
Douglas	37
Ferry	6
Franklin	43
Garfield	2
Grant	117
Grays Harbor	108
Island	142
Jefferson	97
King	14,805
Kitsap	767
Kittitas	80
Klickitat	28
Lewis	82
Lincoln	13
Mason	85
Okanogan	77
Pacific	29
Pend Oreille	9
Pierce	2,173
San Juan	76
Skagit	241
Skamania	16
Snohomish	1,547
Spokane	1,753
Stevens	40
Thurston	1,596
Wahkiakum	9
Walla Walla	117
Whatcom	551
Whitman	62
Yakima	370

By Admit Yr	
1946	1
1947	2
1948	2
1949	1
1950	4
1951	11
1952	15
1953	10
1954	17
1955	7
1956	21
1957	17
1958	18
1959	23
1960	19
1961	18
1962	18
1963	22
1964	22
1965	40
1966	43
1967	41
1968	54
1969	65
1970	67
1971	75
1972	111
1973	175
1974	161
1975	195
1976	228
1977	230
1978	261
1979	296
1980	315
1981	315
1982	319
1983	348
1984	401
1985	296
1986	466
1987	442
1988	426
1989	453
1990	558
1991	582
1992	617
1993	651
1994	653
1995	674
1996	642
1997	726
1998	714
1999	773
2000	767
2001	805
2002	861
2003	888
2004	947
2005	983
2006	1,017
2007	1,093
2008	990
2009	908
2010	1,008
2011	991
2012	995
2013	1,143
2014	1,265
2015	1,453
2016	1,196
2017	1,278
2018	1,213
2019	1,256
2020	1,453
2021	1,308
2022	1,425
2023	1,290
2024	1,378
2025	1,477
2026	851

WSBA Member* Demographics Report 7/1/26 3:27:20 PM GMT-07:00

By Years Licensed	
Under 6	8,616
6 to 10	6,342
11 to 15	5,651
16 to 20	5,107
21 to 25	4,376
26 to 30	3,566
31 to 35	3,106
36 to 40	2,197
41 and Over	4,114
Total:	**43,075**

By Age	All	Active
Under 21	1	
21 to 30	1,947	1,888
31 to 40	8,550	7,809
41 to 50	11,312	9,657
51 to 60	9,617	7,666
61 to 70	6,778	5,035
71 to 80	3,905	2,451
Over 80	965	273
Total:	**43,075**	**34,779**

By Ethnicity	
American Indian / Native American / Alaskan Native	177
Asian-Central Asian	48
Asian-East Asian	1,024
Asian-South Asian	301
Asian-Southeast Asian	285
Asian—unspecified	17
Black / African American / African Descent	662
Hispanic / Latinx	736
I prefer not to answer	16,824
Middle Eastern Descent	155
Multi Racial / Bi Racial	2,392
Not Listed	210
Pacific Islander / Native Hawaiian	61
White / European Descent	18,796
Respondents	**41,688**
No Response	**1,387**
All Member Types	**43,075**

By Sexual Orientation	
Asexual	113
Gay, Lesbian, Bisexual, Pansexual, or Queer	1,846
Heterosexual	19,023
I prefer not to answer	19,249
Not Listed	217
Selected multiple orientations	216
Two-spirit	13
Respondents	**40,677**
No Response	**2,398**
All Member Types	**43,075**

By Disability	
Yes	1,938
No	20,490
I prefer not to answer	18,677
Respondents	**41,105**
No Response	**1,970**
All Member Types	**43,075**

By Gender	
Female	285
Gender Non-Conforming	26
Genderqueer	25
I prefer not to answer	16,775
Male	913
Man	11,547
Non-Binary	71
Not Listed	47
Selected Mult Gender	279
Transgender	25
Two-spirit	10
Woman	11,724
Respondents	**41,727**
No Response	**1,348**
All Member Types	**43,075**

Members in Firm Type	
Bank	84
Escrow Company	182
Government/ Public Secto	5,933
House Counsel	4,109
Non-profit	1,116
Title Company	390
Solo	5,841
Solo In Shared Office Or	821
2-5 Members in Firm	4,271
6-10 Members in Firm	2,106
11-20 Members in Firm	1,906
21-35 Members in Firm	1,170
36-50 Members In Firm	855
51-100 Members in Firm	908
100+ Members in Firm	2,740
Not Actively Practicing	6,014
Respondents	**38,446**
No Response	**4,629**
All Member Types	**43,075**

By Practice Area	
Administrative-regulator	2,748
Agricultural	255
Animal Law	113
Antitrust	357
Appellate	1,837
Aviation	231
Banking	482
Bankruptcy	724
Business-commercial	5,806
Cannabis	203
Civil Litigation	206
Civil Rights	1,392
Collections	464
Communications	220
Constitutional	827
Construction	1,516
Consumer	955
Contracts	5,116
Corporate	4,363
Criminal	3,901
Debtor-creditor	867
Disability	563
Dispute Resolution	1,409
Education	580
Elder	817
Employment	3,193
Entertainment	388
Environmental	1,403
Estate Planning-probate	3,551
Family	2,602
Foreclosure	450
Forfeiture	116
General	2,428
Government	3,277
Guardianships	851
Health	1,113
Housing	419
Human Rights	414
Immigration-naturaliza	1,178
Indian	632
Insurance	1,916
Intellectual Property	2,627
International	949
Judicial Officer	588
Juvenile	845
Labor	1,287
Landlord-tenant	1,279
Land Use	1,008
Legal Ethics	388
Legal Research-writing	1,093
Legislation	565
Lgbtq	193
Litigation	5,656
Lobbying	215
Malpractice	812
Maritime	359
Military	449
Municipal	1,049
Non-profit-tax Exempt	848
Not Actively Practicing	3,394
Oil-gas-energy	391
Patent-trademark-copyr	1,581
Personal Injury	3,546
Privacy And Data Securit	960
Real Property	3,185
Real Property-land Use	2,165
Securities	876
Sports	221
Subrogation	186
Tax	1,421
Torts	2,349
Traffic Offenses	521
Workers Compensation	695

By Languages Spoken	
Afrikaans	12
Akan /twi	7
Albanian	5
Aleut	1
American Sign Language	40
Amharic	25
Arabic	63
Armenian	17
Bengali	15
Bosnian	25
Bulgarian	21
Burmese	3
Cambodian	8
Cantonese	128
Cebuano	12
Chamorro	7
Chaozhou/chiu Chow	1
Cherokee	1
Chin	3
Croatian	28
Czech	7
Danish	24
Dari	10
Dutch	28
Egyptian	1
Farsi/persian	105
Fijian	2
Finnish	6
French	748
French Creole	7
Fukienese	5
Ga/kwa	1
Georgian	4
German	415
Gikuyu/kikuyu	1
Greek	38
Gujarati	30
Haitian Creole	5
Hausa	1
Hebrew	54
Hindi	171
Hmong	3
Hungarian	14
Ibo	11
Icelandic	3
Ilocano	11
Indonesian	11
Italian	184
Japanese	248
Kannada/canares	5
Kapampangan	3
Khmer	7
Kinyarwanda	3
Korean	329
Kurdish/kurmanji	1
Lao	6
Latvian	10
Lingala/ngala	1
Lithuanian	7
Malay	5
Malayalam	13
Mandarin	559
Mandingo	2
Marathi	12
Mien	1
Mongolian	1
Montenegrin	3
Navajo	2
Nepali	6
Norwegian	39
Not_listed	214
Oromo	4
Pashto	3
Persian	33
Polish	42
Portuguese	164
Portuguese Creole	4
Punjabi	99
Romanian	33
Russian	282
Samoan	8
Serbian	25
Serbo-croatian	20
Shona	1
Sign Language	17
Singhalese	3
Slovak	4
Somali	1
Spanish	2,323
Spanish Creole	17
Swahili	14
Swedish	49
Tagalog	97
Taishanese	4
Taiwanese	45
Tamil	13
Telugu	11
Thai	20
Tigrinya	6
Tongan	2
Turkish	19
Ukrainian	79
Urdu	60
Vietnamese	103
Yoruba	18
Yugoslavian	4

*** Includes active attorneys, pro-bono, honorary, inactive attorneys, judicial, limited license legal technician (LLLT), and limited practice officer (LPO).**

WASHINGTON STATE
BAR ASSOCIATION

Court Rules and Procedures Committee

MEMORANDUM AND REQUEST

TO: WSBA Board of Governors (BOG)
Terra Nevitt, Executive Director

FROM: Andrew Yi, Chair, Court Rules and Procedures Committee
Kevin Fay, Chair, Board of Governors Governance Committee

DATE: August 17, 2026

RE: Request to approve a charter for the WSBA Court Rules and Procedures Committee

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ACTION: Approve the Court Rules and Procedures Committee charter.

Background

The Court Rules and Procedures Committee (CRPC) studies and develops suggested amendments to designated sets of Washington court rules on a regular review cycle established by the Washington Supreme Court, and reports recommendations to the WSBA Board of Governors (BOG). The CRPC has been doing this work for years, though without a formal charter to memorialize their function.

The CRPC supports the WSBA mission by ensuring Washington's court rules remain clear, consistent, and functional through periodic review of standing rules and evaluation of proposed amendments. Subcommittees of the CRPC conduct this ongoing rule review work, gather stakeholder input, and draft proposed amendments that require full Committee approval before being forwarded to the BOG and then to the Court under General Rule 9.

Proposed CRPC Charter

As noted above, the CRPC presently does not have a charter. The CRPC proposes that the BOG approve the attached charter to govern the committee's operations. On July 8, 2026, the BOG Governance Committee reviewed the proposed charter and provided feedback. On August 12, 2026, the BOG Governance Committee reviewed the revised charter and voted to recommend approval of the charter by the BOG.

In addition to memorializing their current and ongoing work and composition, this charter lays out a process by which the BOG would delegate limited authority to the Committee to comment during the

General Rule 9(f)(2) initial screening process, subject to narrow limits (technical comments only, majority support required, advance notice to BOG, and BOG ability to object or require alternative language).

General Rule (GR) 9 governs the Supreme Court's rulemaking procedures. Specifically, GR 9(f)(1) states that the Supreme Court initially determines whether a suggested rule has merit and whether it involves a significant or merely technical change. GR 9(f)(2) states that after making this initial determination, the Supreme Court "shall" forward each suggested rule (except those deemed without merit) to the WSBA, the Superior Court Judges Association, the District and Municipal Court Judges Association, and the Chief Presiding Judge of the Court of Appeals for their consideration. These entities may then comment in advance of publication to the general public for comment.

Typically, proposed comments to court rule by any WSBA entity require approval by the BOG at a regularly scheduled BOG meeting. The timing of BOG meetings, as well as the deadline to have items added to the meeting agendas, however, makes it very difficult for the CRPC to respond to the Court's requests for advance comments.[1] The CRPC seeks to address this issue by requesting that the BOG delegate limited authority to the committee to submit advance comments without requiring BOG approval. The proposed CRPC charter includes several safeguards to ensure all BOG members receive advance notice of any CRPC action and an opportunity for either the full BOG, BOG Legislative Committee, or BOG Executive Committee to object to the proposed comments. If any of these entities object, the CRPC will not submit the advance comments.

In addition, the CRPC's comments would be limited to technical comments that have majority support in the committee. Technical comments include notes regarding grammatical errors or conflicts with other rules or statutes, or a request to clarify suggested rule changes that are unclear or indecipherable. Moreover, this initial procedure would not hinder the BOG's ability to approve comments after the suggested rule changes are published for public comment.

Request

With this background in mind, the CRPC requests that the BOG approve the attached charter so they may proceed under the documented authority and structure.

[1] For instance, the CRPC received notice of a suggested rule from the Court on April 3, 2026, with a deadline of June 2 for advance comments. The soonest the CRPC could have presented proposed advance comments for BOG approval was at the May 1-2 BOG meeting, meaning the CRPC needed to finalize its proposed comments by the April 7 BOG materials deadline. The next CRPC meeting, however, was not until April 28, 2026, and the next BOG meeting was scheduled for July 23-24, 2026. Consequently, even with a generous 60-day period in which to submit advance comments, the CRPC could not meet the June 2 deadline and the Court proceeded without the benefit of the WSBA's perspective.

WSBA Risk Analysis: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

The risk analysis is included in the BOG's confidential materials.

WSBA FISCAL ANALYSIS: *This section is to be completed by the Finance Department, with input from the proposing entity or individual.*

The proposed charter aims to memorialize existing composition and work of the Committee. Therefore, we do not anticipate any change to the existing funding and administrative support provided the Committee, outside of any additional staff time used to draft the charter language, incorporate it into relevant records, and communicate changes to stakeholders. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and does not require additional staff or allocation of resources from other internal sources.

WSBA EQUITY ANALYSIS: *This section is to be completed by the Equity and Justice Team, with input from the proposing entity or individual.*

We don't see any equity concerns with the proposed charter. It incorporates an equity lens into ongoing process by identifying groups who may be most impacted the rules and proposed amendments, seeking broad input including those most impacted, and meaningfully considering their input when drafting and making decisions. Acknowledging that disparities and unfair outcomes may drive suggestions to rule changes will help WSBA substantively and procedurally advance equity in the legal system.

Attachment
Proposed Court Rules and Procedures Committee charter.

WASHINGTON STATE
BAR ASSOCIATION

CHARTER

Court Rules and Procedures Committee

Adopted: _____, 2026.

Court Rules and Procedures Committee Role and Responsibilities

Purpose

The Court Rules and Procedure Committee (Committee) of the Washington State Bar Association (WSBA) studies and develops suggested amendments to designated sets of Washington court rules on a regular cycle of review established by the Washington State Supreme Court (Court). It occasionally responds to requests for comments from the Board of Governors, Executive Director, and Court on proposals developed by others. The Committee performs the rules-study function outlined in General Rule 9 and reports its recommendations to the WSBA's Board of Governors (BOG).

Furthering the WSBA's Mission

The legal profession and the public depend on a legal system which is accessible, and which renders consistent and just results. Such a system requires court rules which are clearly understandable, consistent, and which function as their drafters intended. The Committee ensures Washington's court rules are clear, consistent, and functioning, through periodic review of standing rules, and review of proposed rules as directed by the BOG.

Composition and meetings of the Committee

- The Committee shall be composed of 28 attorney WSBA members, who may vote to take committee action. Only voting members count toward quorum. The Committee is composed of members with a wide range of backgrounds, experiences, and identities.
- Committee members shall be appointed for 2-year terms. Each member may serve two consecutive terms. Upon completing two consecutive terms, a member must wait 3 years and then may apply to serve another term.
- A Committee Chair is appointed each year in accordance with the WSBA Bylaws and serves a one-year term.
- Several liaisons from various judges' associations, and the Administrative Office of the Court also participate in meetings, adding their perspective to rule discussions. Liaisons do not vote on matters before the Committee, nor do they count toward quorum. Liaisons are appointed to serve on the Committee by their own judges' association, court, or organization.
- WSBA Assistant General Counsel and a paralegal, or their designee, will act as WSBA staff liaisons to the Committee. Staff liaisons do not vote on matters before the Committee, nor do they count toward quorum.
- The Committee meets several times per year upon call of the Chairperson, with scheduling assistance from WSBA staff liaisons.

DRAFT

Action Taken by the Committee

Regular cycle of review

The Committee consists of several subcommittees that review the court rules on a regular cycle, as designated by the Court. The Committee identifies groups who may be most impacted by the rules and potential amendments, seeks their input (in addition to broad input from all members) and meaningfully consider their input when determining what comments or proposed amendments to make. Evolution in case law, changes in statutes, disparities and unfair outcomes and/or other new developments since the last amendment drive suggestions for changes to rules. The subcommittees vet, seek input, discuss and draft, and discuss proposed amendments and submit them to the full Committee for discussion and approval by vote. Proposed amendments approved by the Committee are then forwarded to the BOG for approval. If the BOG approves, the proposed amendments are forwarded to the Court in accordance with General Rule 9.

Delegated authority to comment on Initial review under GR 9(f)(2)

GR 9(f)(1) states that the Supreme Court initially determines whether a suggested rule has merit and whether it involves a significant or merely technical change. GR 9(f)(2) states that after making this initial determination, the Supreme Court "shall" forward each suggested rule (except those deemed without merit) to WSBA, the Superior Court Judges Association (SCJA), the District and Municipal Court Judges Association (DMCJA), and the Chief Presiding Judge of the Court of Appeals (COA) for their consideration. These entities may then comment in advance of publication for public comment. The timing of BOG meetings, as well as the deadline to have items added to BOG meeting agendas, make it very difficult for the Committee to make any comments during this pre-screening procedure.

Therefore, the BOG delegates authority to the Committee to speak on behalf of the BOG in the initial screening procedure, with the following limits on the scope of such comments:

- Comments will be limited to those which have majority support among the voting members present at the time of the vote.
- Comments will be limited to those related to technical issues and will not contain recommendations of a substantive nature.
- Technical issues are those such as grammatical errors, conflicts with other rules or statutes, or a request to clarify suggested rule changes that are unclear or indecipherable.
- The Committee may also note potential ways to study the impact of suggested rule changes or recommend that the proponent of the suggested rule change provide further information.

BOG's checks on Committee's limited delegation of authority to comment under GR 9(f)(2):

- The Committee will provide advance notice to the BOG of any proposed comment to be made under GR 9(f)(2), along with the date comments are due.
- Notice will be given through the BOG's Legislative Committee (which meets only during legislative session) or Executive Committee (which meets every other month), whichever is timelier given the comment deadline set by the Court. This notice will include all BOG members.

- If the Legislative Committee, Executive Committee, or BOG, by majority vote taken at their meeting, objects to submission of the comment, the Committee will refrain from submitting the comment. The BOG's objection must be promptly communicated to the Committee prior to the comment deadline specified in the Court's GR 9(f)(2) request.
- If no objection is raised or communicated to the Committee from the BOG, the Committee will submit its initial review comment to the Court by the deadline specified in the Court's GR 9(f)(2) request.
- If the BOG is not opposed entirely to submitting comments, but votes to comment with alternative language, the BOG will submit an initial review comment in response to the Court's GR 9(f)(2) request, by the deadline specified.

Furthermore, any Committee comment made under GR 9(f)(2) does not hinder the BOG's ability to approve additional or revised comments after the suggested rule changes are published for public comment.

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Andrew Yi, Chair, Court Rules and Procedures Committee
Nicole Gustine, Staff Liaison, Court Rules and Procedures Committee
Emily Crane, Staff Liaison, Court Rules and Procedures Committee

DATE: August 18, 2026

RE: Proposed Rule Changes to RAP 16.10, RAP 18.17, and RAP 18.8 from the Court Rules and Procedures Committee

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ACTION: Approve the submission of the Court Rules and Procedures Committee's Proposed Rule Changes to RAP 16.10, RAP 18.17, and RAP 18.8 to the Washington Supreme Court.

Purpose

The proposed amendments are intended to clarify that opening filings in a personal restraint petition are limited to 12,000 words regardless of the form used. It also closes the gap between represented and unrepresented petitioners.

Background

As part of the Supreme Court's rules review cycle, the WSBA Court Rules and Procedures Committee (Committee) is actively reviewing the Criminal Rules for Superior Courts and the Criminal Rules for Courts of Limited Jurisdiction this year. The Committee is separated into subcommittees for each set of rules they are tasked with reviewing. Additionally, the Committee has a "Supreme Court Comment Subcommittee" that reviews the proposed rules currently before the Washington Supreme Court that are published for comment and "Subcommittee X" that considers out-of-cycle rule requests.

Subcommittee X is currently continuing the review of proposed rule changes from the prior fiscal year, including RAP 16.10, RAP 18.17, and RAP 18.8. The proposed amendments to RAP 16.10 and RAP 18.17 conjointly clarify that opening filings in a personal restraint petition, combined with the Petitioner's Opening Brief, are limited to a combined total of 12,000 words. RAP 18.8 adds the consideration of RAP 16.10 regarding filing briefs.

Stakeholder Input

Subcommittee X reached out to a wide range of stakeholders. Feedback in support of the changes to RAP 16.10 and RAP 18.17 were received from WSBA's Labor and Employment Section Chair and a Senior Deputy Prosecuting Attorney in the Appellate Unit at the King County Prosecuting Attorney's Office.

WSBA Risk Analysis

The risk analysis is included in the BOG's confidential materials.

WSBA Fiscal Analysis

The fiscal impact of the proposed rule changes is primarily for staff time used to draft the rule language, incorporate it into relevant records, and communicate changes to stakeholders. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and does not require additional staff or allocation of resources from other internal sources.

WSBA Equity Analysis

The purpose of the equity analyses is to understand how entities incorporated an equity lens into proposed action items presented to the Board of Governors. Applying an equity lens includes 1) identifying and centering people and communities most impacted decisions and/or 2) meeting people and communities according to their specific needs to produce fair and equal outcomes for all. It appears that the Committee conducted broad outreach and received positive feedback from a section and a person. The proposed changes appear to address the need to clarify word limitations. Without knowing more about reason for the proposed changes and potential outcomes, it is difficult to do an equity analysis and determine whether there are any equity concerns.

Attachments

Suggested Amendments to RAP 16.10
Suggested Amendments to RAP 18.17
Suggested Amendments to RAP 18.8

TITLE 16 SPECIAL PROCEEDINGS IN THE SUPREME COURT AND COURT OF APPEALS

RAP 16.10

PERSONAL RESTRAINT PETITIONS – BRIEFS

(a) – (c) [Unchanged]

(d) Content, Format and Length and Style of Briefs.

(1) The content, format, and length of briefs is governed by rules 10.3, 10.4, and 18.17.

(2) If the petitioner files both a petition and an opening brief as described in RAP 16.10(a)(1), the combined length of the opening brief and petition shall not exceed the total length limit in RAP 18.17(c)(13), unless the appellate court has granted permission for an overlength document.

(e) [Unchanged]

TITLE 18 SUPPLEMENTAL PROVISIONS

RAP 18.17

WORD LIMITATIONS, PREPARATION, AND FILING OF DOCUMENTS SUBMITTED TO THE COURT OF APPEALS AND SUPREME COURT

(a) – (b) [Unchanged]

(c)(1)-(12) [Unchanged]

(13) Personal restraint petitions (RAP 16.7) and Petitioner's Opening Brief (RAP 16.10(1)(a)): combined total of 12,000 words (word processing software) or 50 pages (typewriter or handwritten).

(14)-(19) [Unchanged]

Washington State Bar Association
1325 4th Ave Ste 600
Seattle, WA 98101-2539

TITLE 18 SUPPLEMENTAL PROVISIONS

RAP 18.8

WAIVER OF RULES AND EXTENSION AND REDUCTION OF TIME

(a) Generally. The appellate court may, on its own initiative or on motion of a party, waive or alter the provisions of any of these rules and enlarge or shorten the time within which an act must be done in a particular case in order to serve the ends of justice, subject to the restrictions in sections (b) and (c).

Streamlined Extensions of Time for Filing Briefs in the Court of Appeals. If a party in the Court of Appeals has not previously filed a motion for an extension of time to file a brief authorized by RAP 10.2(a)-(c) and RAP 16.10, that party may obtain a single streamlined extension of time to file that brief not to exceed 30 days. A party requesting a streamlined extension of time should file a written request as set forth in RAP Form 25. The clerk will approve requests that comply with this rule and will provide a new schedule. The clerk will inform parties not eligible for relief under this subsection as to the appropriate method to obtain relief. A streamlined extension of time to file a brief is not available if an appeal has been accelerated.

(b) – (d) [Unchanged]

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: WSBA Board of Governors Governance Committee
Governor Kevin Fay, Chair, Governance Committee

DATE: August 17, 2026

RE: Proposed Amendments to WSBA Bylaws, Art. XI.F & XI.L

FIRST READ: The Governance Committee proposes amendments to WSBA Bylaws, Art. XI.F and XI.L that would permit section executive committees to take action by email and would eliminate automatic section viability review.

The BOG Governance Committee is proposing two changes to the WSBA Bylaws to remove barriers WSBA sections face when trying to serve their members. The first change would permit section executive committees to take action by email, while the second change would remove the automatic viability review triggered when section membership falls below a certain threshold.

In a survey of present and former WSBA volunteers and WSBA staff conducted by the Governance Committee, multiple respondents noted that difficulty scheduling meetings for Bar volunteer groups often made it hard for those groups to complete their business. To address this issue for sections, the Governance Committee proposes permitting section executive committees (ECs) to vote by email. Presently, section ECs are only permitted to vote by email during a legislative session on issues relating to the section's position on proposed legislation. This proposal would permit email voting on any matter provided that no EC member objects to the use of email. In addition, any email vote must meet the same quorum and voting threshold requirements as if the vote had been taken in person, and the vote must be recorded in the minutes for the next EC meeting. The goal of this proposal is to make it easier for sections to take action on matters while continuing to promote transparency.

Next, the WSBA Bylaws currently require that the BOG conduct a viability review of any section that has had fewer than 75 voting members for two years in a row. The Governance Committee proposes eliminating this process because the focus on the number of members in a section does not necessarily reflect that section's contribution and value. A section may have few members but provide significant value to those members with an active schedule of programs and resources. Conversely, a section with many members could provide few meaningful events or activities for those members.

Rather than a review triggered solely by membership numbers, the Governance Committee proposes that the BOG implement a more holistic review of section activities. For example, the Committee has discussed charging the Member Engagement Council with identifying if a section is struggling, determining if there is assistance that would help that section better serve its members, and, if appropriate, recommending that the BOG consider winding down the section if it is no longer serving Bar members' needs. This responsibility could be included in the Council's charter along with factors to guide assessments of a section's activities.

For this first read, the Governance Committee is not including a policy or charter amendments creating an alternative section review structure. The Governance Committee would like to hear input from the BOG on the matter. After taking the BOG's input into consideration, the Governance Committee will include any such policy or charter amendments with the second read.

The Governance Committee sought input from section members on each of these proposals. Email voting was overwhelmingly supported by section members. The section members also believed eliminating automatic viability review was beneficial. Like the Governance Committee, section members recognized that the value a section provides is not necessarily correlated to its size.

The Governance Committee looks forward to hearing from the BOG on the recommended amendments.

WSBA RISK ANALYSIS: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

Provided confidentially.

WSBA FISCAL ANALYSIS: *This section is to be completed by the Finance Department, with input from the proposing entity or individual.*

The fiscal impact of the proposed bylaw amendments includes staff time used to draft the amendment language, incorporate it into relevant records, and communicate changes to stakeholders. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and does not require additional staff or allocation of resources from other internal sources. Regarding the proposed amendment on section viability review, it should be emphasized that membership dues constitute the principal source of revenue for sections. A lower membership leads to fewer funds available to support annual section activities. Although this is not the sole determinant of a section's viability, it remains a crucial component. Effective financial management by section leadership is essential to ensure that the annual budget aligns with the level of funding available and a decline in membership may jeopardize the section's financial sustainability.

WSBA EQUITY ANALYSIS: *This section is to be completed by the Equity and Justice Team, with input from the proposing entity or individual.*

The proposed change to allow action by email appears to address the challenge of executive committees being able to take action when they are unable to find a time to meet, discuss and vote. This seems like a positive change, welcomed by many section leaders. One suggestion as the Governance Committee continues to work on this proposed change is to ensure that the change does not unintentionally create barriers for members who may find it difficult to discuss an issue via email as opposed to a live discussion.

The proposed change to eliminate the automatic section viability review based solely on membership numbers acknowledges the false narrative that the measure of viability and success is based on the number of members. As Albert Einstein said, "Not everything that can be counted counts, and not everything that counts can be counted." We encourage the Governance Committee to continue to work on changing the Bylaws so that quantity is not valued over quality and propose language that requires a holistic approach to evaluation. The current draft changes provide that "the BOG may consider terminating a section when it appears that the section is no longer carrying on the work of the Bar." The Governance Committee should consider including more specific language on what it means to "carry out the work" so there are clear criteria and transparency.

Attachments

Proposed Amendments to WSBA Bylaws, Art. XI.F &L, mark-up and clean copies
Section input responses

XI. SECTIONS

[. . .]

F. SECTION EXECUTIVE COMMITTEE

[. . .]

2. Upon notice to all section executive committee members, the section executive committee may discuss and vote to take action by email, provided that:

   a. if any section executive committee member objects to using an email process for any particular issue(s), the section executive committee instead will take up that issue at its next section executive committee meeting;

   b. approval by email pursuant to this subsection is valid only when the number of votes returned equals or exceeds the quorum required to be present at a meeting authorizing this action, and the number of approvals equals or exceeds the number of votes that would be required to approve the matter at a meeting at which the total number of votes cast was the same as the number of votes cast by email; and

   c. a recordation of the vote by email, including (i) the text of the motion and (ii) the affirmative vote, negative vote, or abstention of each voting member is entered into the minutes of the next executive committee meeting.

[. . .]

L. TERMINATING SECTIONS

1. The BOG may consider terminating a section when it appears the section is no longer carrying on the work of the Bar.

2. Any section subject to paragraph (1) above will be given notice and an opportunity to be heard by the BOG. Notice must be sent by the Bar to the current section officers and/or executive

committee and posted on the Bar website at least one BOG meeting prior to the meeting at which the BOG plans to vote on the proposal.

3. A section subject to potential termination may petition the BOG to be combined with another section, with that section's written approval, and will be given reasonable opportunity to present that petition to the BOG before the BOG votes on the section's termination.
4. If a section is terminated pursuant to these Bylaws, section members will be allowed to transfer to another section of their choosing, without payment of additional fees, for that remainder of the section dues year.
5. A section terminated pursuant to these Bylaws may apply for reactivation if they meet qualifications for establishing a new section.
6. Any funds remaining in the treasury of a section at the time of termination will be transferred to the Bar's general operating fund unless otherwise designated by the BOG. Funds in the treasury of combined sections will be combined.

XI. SECTIONS

[. . .]

F. SECTION EXECUTIVE COMMITTEE

[. . .]

2. ~~Due to the section executive committee's unique need to be able to act quickly to address issues that arise during a regular or special legislative session, between executive committee meetings during a legislative session, u~~Upon notice to all section executive committee members, the section executive committee may discuss and vote ~~on issues relating to the section's position on pending or proposed legislation~~to take action by email~~. However~~, provided that:

   a. if any section executive committee member objects to using an email process for any particular issue(s), the section executive committee instead will take up that issue at its next section executive committee meeting;

   b. approval by email pursuant to this subsection is valid only when the number of votes returned equals or exceeds the quorum required to be present at a meeting authorizing this action, and the number of approvals equals or exceeds the number of votes that would be required to approve the matter at a meeting at which the total number of votes cast was the same as the number of votes cast by email; and

   c. a recordation of the vote by email, including (i) the text of the motion and (ii) the affirmative vote, negative vote, or abstention of each voting member is entered into the minutes of the next executive committee meeting.

[. . .]

L. TERMINATING SECTIONS

1. The BOG may consider terminating a section when it appears the section is no longer carrying on the work of the Bar. ~~as defined in these Bylaws. The issue will be raised (a) on motion, (b) on petition, or (c) at a "viability review" as defined in these Bylaws.~~

~~2. A section that has less than 75 voting members for two consecutive years will be automatically placed on the BOG agenda for a "viability review." The BOG has the discretion to retain a section despite what might otherwise be considered to be a lack of viability when in the BOG's opinion the section is carrying on the work of the Bar as defined in these Bylaws, and the work is of value to the legal profession.~~

2~~3~~. Any section subject to ~~a motion, petition, or viability review pursuant to~~ paragraph (1) above will be given notice and an opportunity to be heard by the BOG. Notice must be sent by the Bar to the current section officers and/or executive committee and posted on the Bar website at least one BOG meeting prior to the meeting at which the BOG~~Board~~ plans to vote on the proposal.

3~~4~~. A section subject to potential termination may petition the BOG to be combined with another section, with that section's written approval, and will be given reasonable opportunity to present that petition to the BOG before the BOG votes on the section's termination.

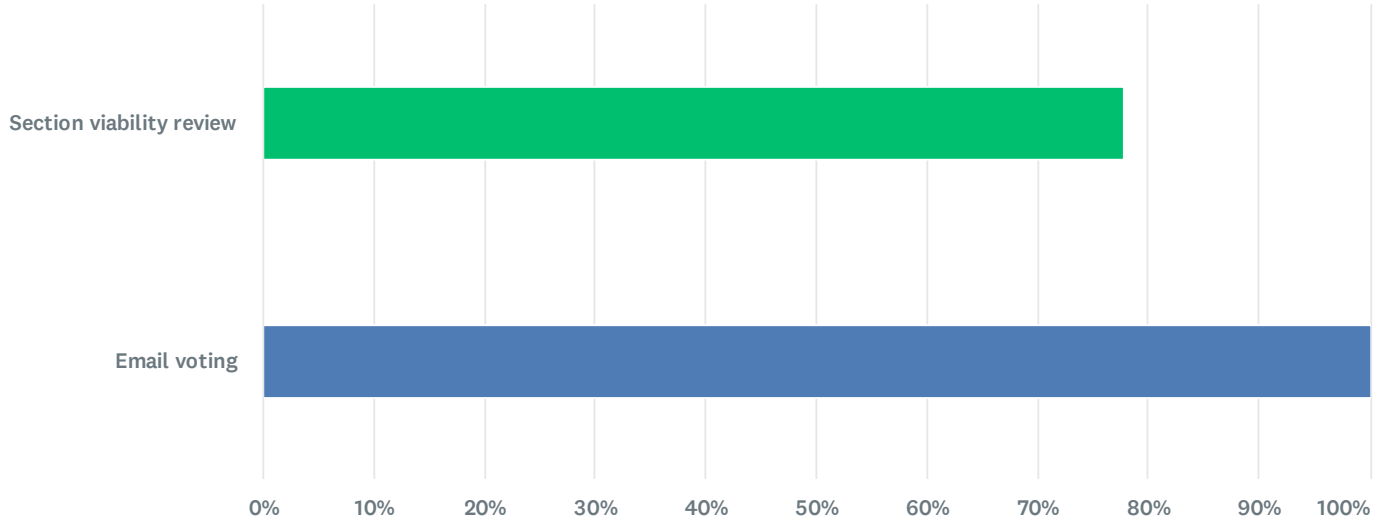
4~~5~~. If a section is terminated pursuant to these Bylaws, section members will be allowed to transfer to another section of their choosing, without payment of additional fees, for that remainder of the section dues year.

5~~6~~. A section terminated pursuant to these Bylaws may apply for reactivation if they meet qualifications for establishing a new section.

67. Any funds remaining in the treasury of a section at the time of termination will be transferred to the Bar's general operating fund unless otherwise designated by the BOG. Funds in the treasury of combined sections will be combined.

Q1 18 responses

Overall SupportPlease select the proposed WSBA Bylaws changes that you support (select all that apply):



359

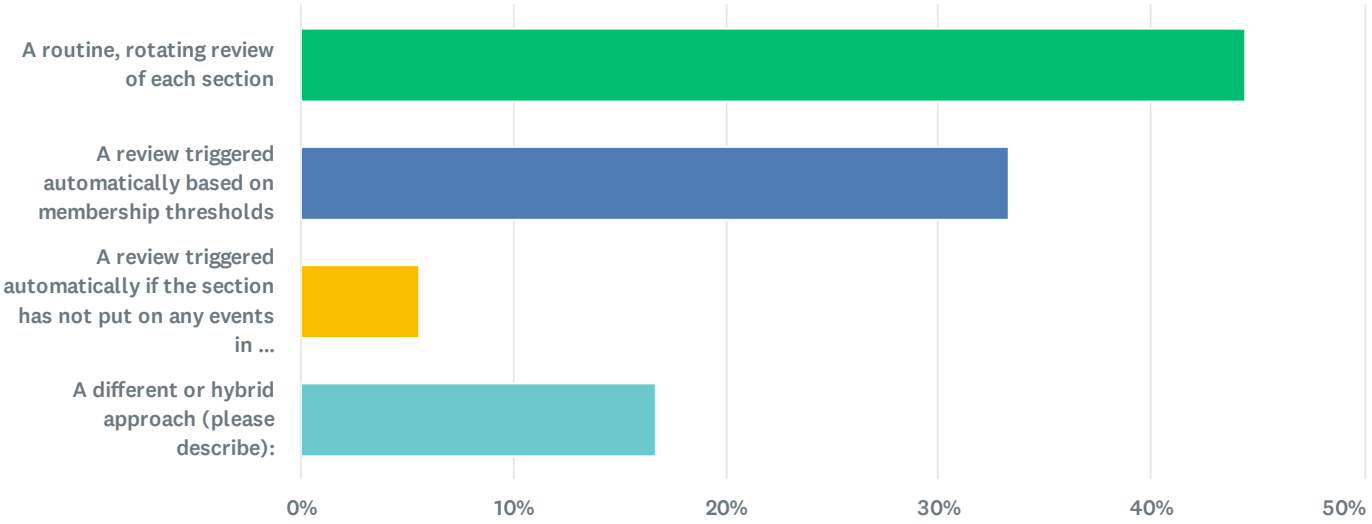
Q2 Practical ImpactsWhat impacts, positive or negative, do you anticipate these changes would have on your section's operations or governance?

Answered: 12 Skipped: 6

#	RESPONSES	DATE
1	I believe email voting would help our section get more things done, as we often struggle to reach a quorum.	6/23/2026 1:32 PM
2	Email voting will allow my section to take action more quickly rather than delay until a future meeting. We are quite viable regardless of the criteria so that change likely won't impact us.	6/22/2026 7:29 PM
3	I agree with both proposals and my section would likely benefit from both changes--definitely the email one. It would encourage more participation if not everyone can make a meeting (especially decisions that are required on a short timeline).	6/21/2026 4:34 PM
4	Email voting will make things easier.	6/20/2026 5:22 PM
5	Email voting will be extremely helpful to vote on items requiring attention between regular meetings	6/19/2026 2:17 PM
6	It is not practical to have to call a meeting; email voting should have been approved a long time ago. Section leadership is ran by volunteer attorneys who have busy schedules. The least WSBA can do is make running the sections more efficient.	6/19/2026 11:59 AM
7	We are all volunteers dedicating limited time to our sections, so we need the flexibility to use email voting. Otherwise, actions can be delayed for months.	6/18/2026 7:28 PM
8	We are an active section with more than 75 members, so I don't anticipate our section to be impacted significantly by the viability review - however, I agree with the position statement and agree that viability reviews should be a matter of policy rather than bylaws. The email voting change will have a significantly positive impact on our section - particularly when we have business to conduct, but difficulty achieving a quorum with our busy practice schedules	6/18/2026 4:28 PM
9	While our section is large and we were never in danger of a "review" I still appreciate the sense that this change makes. Small sections can be quite robust and supportive of its membership.	6/18/2026 4:02 PM
10	Email voting makes action easier by the Executive Committee. It is a logical step to catch up with the digital world and will make it easier to have a broader geographic representation on the ExCom.	6/18/2026 3:31 PM
11	I agree that a small section can be more effective than a larger one. The fact you have lawyers that want to be part of a section- they should be allowed to regardless of size.	6/18/2026 3:06 PM
12	Email voting will be beneficial to section leadership, particularly for urgent issues that need to be resolved before the next regularly scheduled meeting.	6/18/2026 3:06 PM

Q3 18 responses

Viability Review - BOG PolicyIf section viability review is retained and implemented as a Board of Governors policy, which approach would you find most useful?



#	A DIFFERENT OR HYBRID APPROACH (PLEASE DESCRIBE):	DATE
1	A review triggered automatically if the section has not been active during the year (hasn't held meetings)--not everything is an event!.	6/21/2026 4:34 PM
2	A review triggered if a section has not scheduled any events in the past two years.	6/19/2026 8:56 AM
3	No review. If a section has members, let the section continue operating.	6/18/2026 3:35 PM

Q4 Unintended ConsequencesDo you foresee any unintended consequences of either proposed bylaw change that the Governance Committee should consider?

Answered: 7 Skipped: 11

#	RESPONSES	DATE
1	Email voting might lead to fewer or no meetings at all. Maybe require a minimum of 4 meetings a year?	6/22/2026 7:29 PM
2	Other options to the viability review risk being too narrow. For example, a section that may not have held an event but has done something else valuable, say, written articles for members' benefit, submitted legislation, undertaken a review of some sort, etc. Artificially limiting it to an event means that if a section is doing other things in support of its membership but neglects to put on an event, it would need review which could waste time. Review should be tied to the section not engaging in any activities that support their membership.	6/21/2026 4:34 PM
3	If a routine, rotating review of each section is decided, it would create additional work for a section's EC. In addition, to review a section who does not put on any events also puts an undue hardship on smaller sections.	6/20/2026 5:22 PM
4	"larger Sections may be moribund and no longer carrying on the work of the Bar" seems pretty harsh. The larger sections are popular and clearly delivering value for members that continue to renew. I don't think an effort to break up the large sections is sensical when the members have already voted with their wallets.	6/19/2026 3:58 PM
5	E-mail voting would be awesome and would help Sections get more done!!!	6/19/2026 12:34 PM
6	I don't like the "automatic review" based on low membership, but "lack of events" might a rational alternative to a "rotating review" - I supported the rotation, but I could just as easily support a "no events" approach. As far as email voting, this would help our section a lot - especially during the summer months.	6/18/2026 4:02 PM
7	a number threshold would be prejudicial. If you are going to review viability, do it for all sections.	6/18/2026 3:06 PM

Q5 Additional CommentsIs there anything else you would like the Governance Committee of the BOG to keep in mind before moving forward?

Answered: 4 Skipped: 14

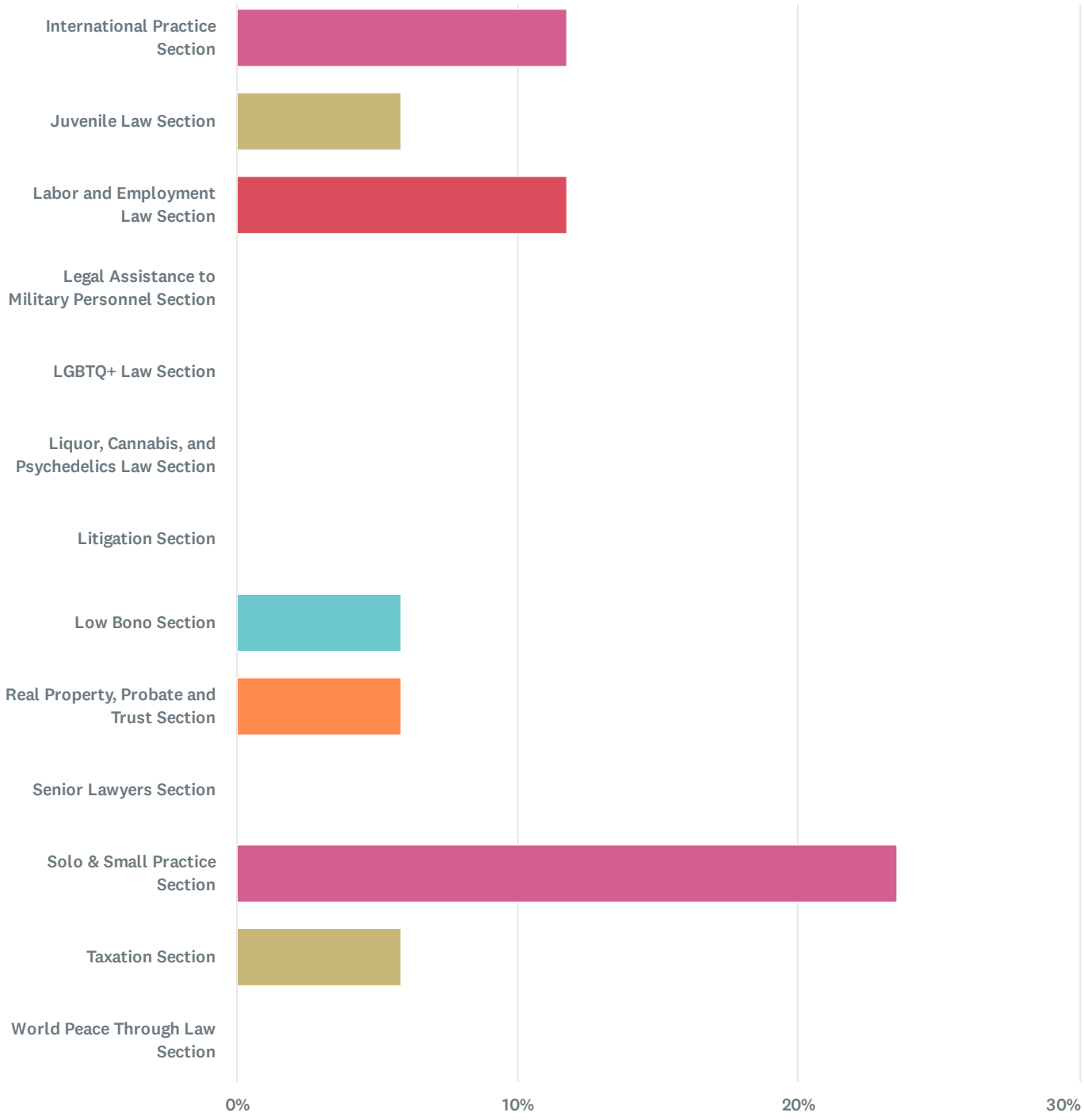
#	RESPONSES	DATE
1	I believe that the email voting could be limited to certain measures, such as minor expenses or actions that do not require funds.	6/23/2026 1:32 PM
2	I think we should continue to be expansive and inclusive as an organization. As long as the sections are providing value/engaging in activities that are meaningful to those section members, we should support sections in determining the best ways to accomplish those goals. Thank you for your work!	6/21/2026 4:34 PM
3	The financial burden to WSBA is about the same if the section is 75 people or 2000 people, but the sections that have more people pay a lot more to WSBA to the benefit of the smaller sections. The current system at least lets WSBA look into really small sections.	6/19/2026 12:34 PM
4	WSBA in general seeks to maintain too much control over the sections while at the same time demanding a great deal of volunteers who already have significant responsibilities. With no disrespect intended toward those who depend on WSBA for their salary, there is too much take by WSBA and not enough give. This will continue to cause discontent among members and, eventually, lead to a stand-alone bar.	6/19/2026 8:56 AM

Q6 17 responses

On what section executive committee(s) do you volunteer (select all that apply)?



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International Practice Section
Juvenile Law Section
Labor and Employment Law Section
Legal Assistance to Military Personnel Section
LGBTQ+ Law Section
Liquor, Cannabis, and Psychedelics Law Section
Litigation Section
Low Bono Section
Real Property, Probate and Trust Section
Senior Lawyers Section
Solo & Small Practice Section
Taxation Section
World Peace Through Law Section
0%
10%
20%
30%

365

WASHINGTON STATE
BAR ASSOCIATION

TO: WSBA Board of Governors
CC: Terra Nevitt, Executive Director
FROM: Governor Matthew Dresden, Co-Chair of the Member Engagement Council
Governor Mary Rathbone, Co-Chair of the Member Engagement Council
Advancement Department Director Kevin Plachy, Staff Liaison to the Member Engagement Council
DATE: August 14, 2026
RE: Approval of Section Viability Review Recommendations for the Liquor, Cannabis & Psychedelics, Animal Law, and Legal Assistance to Military Personnel Sections

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ACTION: Approve continuance of the Liquor, Cannabis & Psychedelics, Animal Law, and Legal Assistance to Military Personnel Sections and adopt the attached section-specific viability recommendations.

Background

Under Article XI.L.2 of the WSBA Bylaws, sections with fewer than 75 voting members for two consecutive years must undergo a viability review. The Liquor, Cannabis & Psychedelics (LCP), Animal Law, and Legal Assistance to Military Personnel (LAMP) Sections each triggered this review.

At the BOG's direction, the Member Engagement Council (MEC) initiated the viability process in early 2026, using criteria approved by the BOG on January 16, 2026. The MEC conducted review meetings with section leadership on March 11, 2026 (LAMP), April 29, 2026 (LCP), and June 10, 2026 (Animal Law), and prepared the attached recommendation memos summarizing findings and proposing section-specific actions.

During the viability reviews, section leaders expressed a strong commitment to maintaining their sections and outlined practical needs, including but not limited to stabilizing executive committees; increasing visibility and outreach; clarifying how Mini-CLE participation connects to section membership; and expanding cross-section collaborations to broaden member value.

The Member Engagement Council and the respective Executive Committees of each Section have approved the attached memos and respectfully ask that the Board of Governors approve the recommendations therein.

Attachments

- *MEC/Animal Law Section Viability Review Recommendation Memo*
- *MEC/Liquor, Cannabis, Psychedelics Section Viability Review Recommendation Memo*
- *MEC/Legal Assistance to Military Personnel Section Viability Review Recommendation Memo*

WSBA RISK ANALYSIS: *This section is to be completed by the Office of General Counsel, with input from the proposing entity or individual.*

Please see legal risk analysis included with the Board of Governors' confidential materials.

WSBA FISCAL ANALYSIS: *This section is to be completed by the Finance Department, with input from the proposing entity or individual.*

The fiscal impact of the proposed action includes staff time used to support the work of the Membership Engagement Council (MEC) and incorporate the MEC's recommendations (if approved) it into relevant records. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and does not require additional staff or allocation of resources from other internal sources. Sections primarily rely on membership dues for revenue, but their income is restricted by the size of their membership. Despite this, spending habits and budget plans—both current and historical—are consistent with their membership numbers. Each section maintains reserves that seem appropriate given their size and present requirements. Moving forward, they must consider how the MEC's recommendations could lead to increased expenses, potentially requiring them to draw down reserves unless new revenue sources are found.

WSBA EQUITY ANALYSIS: *This section is to be completed by the Equity and Justice Team, with input from the proposing entity or individual.*

The purpose of the equity analyses is to understand how entities incorporated an equity lens into proposed action items presented to the Board of Governors. Applying an equity lens includes 1) identifying and centering people and communities most impacted decisions and/or 2) meeting people and communities according to their specific needs to produce fair and equal outcomes for all.

This proposed action presents no concerns with regard to equity. The proposed action is consistent with the viability review criteria approved by the BOG in January 2026, which requires engagement with section leadership and a holistic review process that the MEC must use to make their recommendations.

WASHINGTON STATE BAR ASSOCIATION

DRAFT MEMORANDUM

TO: Washington State Bar Association Board of Governors
FROM: Member Engagement Council & Executive Committee of the Legal Assistance to Military Personnel (LAMP) Section
DATE: July 8, 2026
RE: Recommendation for Continuance of the LAMP Section Following Viability Review

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I. Background

Pursuant to Article XI.L.2 of the WSBA Bylaws, any WSBA section with fewer than 75 voting members for two consecutive years must undergo a section viability review. The Legal Assistance to Military Personnel (LAMP) Section met this threshold on [date], triggering the viability review requirement.

At the direction of the Board of Governors (BOG), the Member Engagement Council (MEC) initiated the viability review process in early 2026 and took the following actions:

1. Developed viability review criteria, drawing on WSBA's bylaws, fiscal policy, and governance requirements.
2. Submitted those criteria to the BOG, which approved the criteria on January 16, 2026.
3. Developed a corresponding set of review questions mapped to the approved criteria and shared them with LAMP Section Chair Stephen Carpenter.
4. Coordinated with WSBA staff and section leaders to gather background materials, financial reports, membership history, and activity data, all of which were included in the March 11, 2026, MEC meeting materials. For ease of reference, the meeting materials are also attached to this memo.

Both the MEC and LAMP Section Executive Committee approached this process collaboratively, with the shared goal of producing a joint recommendation to the BOG regarding the section's future.

II. March 11, 2026 Viability Review Discussion with LAMP Section Leadership

On March 11, 2026, the MEC met with LAMP Section Chair Stephen Carpenter, using the approved viability review criteria and review questions to guide discussion.

Chair Carpenter offered extensive information regarding the section's history, current activities, challenges, and goals. The MEC went through the review questions with Chair Carpenter, with frequent references to the meeting materials.

Key themes from the discussion are summarized below in alignment with the approved evaluation criteria.

A. Leadership Input

Chair Carpenter confirmed that the section leadership (also referred to as the "executive committee") had received prior notice of the review and had opportunities to provide input. The executive committee is strongly committed to maintaining the LAMP Section, citing its unique purpose in serving veterans, active-duty personnel, reservists, and their dependents—a population not currently primarily served by any other WSBA section.

Section leadership identified several areas where WSBA support would be helpful, including:

- Increasing member awareness that individuals who register for LAMP Mini-CLEs may automatically become section members.
- Providing additional communications support to highlight section programming and outreach.
- Advising on appropriate and consistent approaches to making awards and donations (e.g., identifying recipients and understanding norms among other sections).

B. Membership Threshold

The LAMP Section's membership has steadily declined from 100 members in 2018 to 62 members in 2025, with voting membership dipping as low as 59.

Chair Carpenter described both structural and contextual barriers as follows:

- The section serves a highly specialized population.
- Social and professional engagement has been difficult post-pandemic, especially given widespread geographic distribution and the Chair residing abroad.
- The section has limited outreach opportunities, and suffers from limited visibility of its value proposition.

Chair Carpenter outlined a near-term plan including a robust series of Mini-CLEs and outreach efforts as well as a June 7 outreach event with National Guard participation.

The MEC and Chair Carpenter discussed several new membership strategies, including:

- Offering free Mini-CLEs and a "Join the Section" registration option to increase participation and drive membership conversions.
- Strengthening advertising to lawyers whose practice areas intersect with military or veterans' issues.
- Exploring section bylaw changes to allow inactive WSBA members to be voting section members, thus expanding the voting base.

C. Section Activities

Per Chair Carpenter, the section fulfills the WSBA mission through:

- Mini-CLEs addressing military legal issues, offered monthly in recent months.
- Donations to organizations serving veterans, including to the University of Washington Veterans Clinic.
- Leadership and liaising with military-related agencies and legal service providers.
- Legislative monitoring of issues affecting veterans and service members.
- Prior CLE collaborations with other sections and outreach to broader legal aid partners.

Several MEC members noted the unique nature of the LAMP Section's mission and the importance of continuing education for attorneys serving military personnel.

D. Executive Committee Functionality

The LAMP Executive Committee is active, meets frequently, and is fully constituted, although some roles (e.g., New Member Liaison) remain periodically vacant.

Key observations:

- Executive committee meetings are currently more ad hoc than scheduled; leadership acknowledges opportunity for increased predictability (and the benefit thereof).
- The executive committee shoulders nearly all program development responsibilities; additional role specialization (e.g., appointing a CLE Chair) may help.
- Succession planning is informal; the executive committee recognizes the need to broaden recruitment into leadership roles.
- The section is experiencing some risk of volunteer burnout due to the section's small size and heavy reliance on a few highly engaged leaders.

E. Fiscal Viability

The section maintains a healthy fund balance of approximately $21,000, consistent over multiple fiscal years.

Mini-CLE revenue is modest but stable, and expenditures remain well within budget.

Chair Carpenter emphasized that the section intends to spend down part of its balance through donations, outreach, and program development, consistent with fiscal policy. The MEC supports these efforts and agrees the section is fiscally viable.

III. Findings

Based on the MEC's evaluation, the LAMP Section:

1. Meets its core mission and provides programming aligned with WSBA values.
2. Has committed and functional leadership, though some structural improvements are advisable.
3. Faces real but addressable membership challenges, largely related to the section's niche subject matter and outreach constraints.
4. Maintains stable financial footing and exercises responsible fiscal management.
5. Exhibits potential for growth through strategic outreach, improved communication, and expanded CLE participation.

The MEC and Section Leadership unanimously agree that the section remains viable and should continue as a WSBA section.

IV. Recommendations for Strengthening Section Viability

The MEC and LAMP Section Executive Committee jointly recommend the following action steps to support the section's continued success:

1. Strengthen Membership Recruitment and Outreach

- Offer one or more free promotional Mini-CLEs and/or utilize "Join the Section" pricing to drive visibility and new member conversions.

- Increase targeted outreach to legal professionals whose practice intersects with military, veterans, family law, housing, and benefits issues.
- Expand use of Section Spotlight and Bar News submissions.

2. Enhance Communication to Members and Prospective Members

- Ensure new and existing Mini-CLE participants understand the connection between CLE registration and section membership.
- Publish periodic updates to members on section activities, opportunities, and successes.

3. Invest in Leadership Development & Succession Planning

- Adopt a more formal schedule for monthly executive committee meetings.
- Recruit new executive committee members from the broader section membership, including exploring appointment of a role-specific CLE or outreach coordinator.
- Encourage members to apply for open executive committee positions during the annual appointment cycle.

4. Prioritize Use of Fund Balance to Increase Member Value

- Develop a structured approach to section donations, including criteria and process, informed by other sections' practices.
- Support outreach events such as the June 7 meet-and-greet, and explore potential partnerships with the Attorney General's Office and veterans' organizations.

5. Expand Opportunities for Programming Collaboration

- Explore joint CLEs with other WSBA sections where military or veterans' issues intersect (e.g., Family Law Section, Administrative Law Section, LGBTQ+ Section).

6. MEC Follow-Up and Support

The MEC recommends periodic check-ins with the LAMP Section over the next 12 months at mutually agreed upon intervals to monitor progress, help address challenges, and ensure that membership and activity metrics continue to improve.

V. Recommendation

Based on all reviewed materials, the March 11, 2026, discussion, and the joint analysis of the MEC and the LAMP Section Executive Committee, we respectfully recommend that the WSBA Board of Governors approve the continuance of the Legal Assistance to Military Personnel (LAMP) Section.

The LAMP Section serves a uniquely important role within the WSBA, provides meaningful value to members and the public, and is committed to implementing the improvements identified in this report.

We respectfully request that the Board adopt this recommendation.

Sincerely,

Matthew Dresden, WSBA Governor and Co-Chair of the Member Engagement Council
Mary Rathbone, WSBA Governor and Co-Chair of the Member Engagement Council
Stephen Carpenter, LAMP Section Executive Committee Chair

Attachments:
Sections Viability Review Criteria and Process
Section Viability Review Questions
LAMP Section 2026 Budget
LAMP Section January 2026 Financial Statement
LAMP Section Executive Committee History
LAMP Section Annual Reports (2020-2025)
LAMP Section Year in Review (2020-2025)

AI Disclosure: This memo was developed with assistance from Microsoft Co-Pilot and was reviewed by the MEC for accuracy.

WASHINGTON STATE
BAR ASSOCIATION

Financial Reports

(Unaudited)

Year to Date July 31, 2026

Prepared by
Maggie Yu, Controller

Submitted by
Tiffany Lynch, Director of Finance
August 25, 2026

WASHINGTON STATE BAR ASSOCIATION

To: Board of Governors
Budget and Audit Committee

From: Terra Nevitt, Executive Director; Tiffany Lynch, Director of Finance; Maggie Yu, Controller

Re: Key Financial Benchmarks for the Preliminary Fiscal Year to Date (YTD) through July 31, 2026
As % of Completion to Annual Budget

	% of Year	Current Year % YTD	Current Year $ Difference Favorable/(Unfavorable)	Prior Year YTD	Comments
Total Salaries & Benefits	**83%**	**85%**	**$(330,393)**	**83%**	**Unfavorable to budget due to higher salaries, medical cost, transportation allowance, and unemployment taxes.**
Other Indirect Expenses*	**83%**	**69%**	**$692,594**	**76%**	**Favorable to budget due to timing of expenses for legal fees, workplace benefits, and HR and IT direct expenses.**
Total Indirect Expenses	**83%**	**82%**	**$362,201**	**82%**	**Favorable to budget resulting from other indirect expenses described above.**
General Fund Revenues	**83%**	**90%**	**$1,568,744**	**88%**	**Favorable to budget due to higher fee revenue for licensing late fees, New Admittee licenses, Pro Hac Vice, Law Clerk, bar exam, and MCLE late fees, higher recovery of discipline costs, and timing of collection of reimbursements from sections.**
General Fund Indirect Expenses	**83%**	**82%**	**$356,267**	**82%**	**Favorable to budget as described for indirect expenses above.**
General Fund Direct Expenses	**83%**	**72%**	**$336,765**	**67%**	**Favorable to budget due to timing of program activities and meetings/events.**
General Fund Net	**83%**	**-263%**	**$2,261,777**	**109%**	**Favorable to budget for the reasons described above.**
CLE Revenue	**83%**	**80%**	**$(51,939)**	**92%**	**Unfavorable to budget due to lower seminar registration revenue.**
CLE Direct Expenses	**83%**	**58%**	**$110,226**	**59%**	**Favorable to budget due to timing of expenses for seminar activities and lower online product hosting expenses.**
CLE Indirect Expenses	**83%**	**83%**	**$(2,040)**	**81%**	**Slightly unfavorable to budget due to changes in vacation accrual allocation and higher cost of medical benefits.**
CLE Net	**83%**	**37%**	**$(60,326)**	**321%**	**Favorable to budget due to direct expenses described above.**

*Workplace benefits, Human Resources, meeting support, rent, taxes, furniture & maintenance, office supplies, depreciation, insurance, equipment, insurance, professional fees (legal & audit), internet & telephone, postage, records management, bank fees, Technology, etc.

Washington State Bar Association Financial Summary
Compared to Fiscal Year 2026 Budget
For the Period from July 01, 2026 to July 31, 2026

Category	Actual Revenues	Budgeted Revenues	Actual Indirect Expenses	Budgeted Indirect Expenses	Actual Direct Expenses	Budgeted Direct Expenses	Actual Total Expenses	Budgeted Total Expenses	Actual Net Result	Budgeted Net Result
Access to Justice	-	-	201,815	253,348	47,029	116,100	248,844	369,448	(248,844)	(369,448)
Admissions/Bar Exam	1,816,375	1,479,440	875,734	1,089,992	306,116	459,830	1,181,851	1,549,822	634,524	(70,382)
Advancement FTE		-	264,227	315,609	140	6,600	264,368	322,209	(264,368)	(322,209)
Bar News	475,849	529,600	273,139	331,526	352,221	382,945	625,361	714,471	(149,511)	(184,871)
Board of Governors	-	-	195,755	238,885	326,310	420,665	522,064	659,550	(522,064)	(659,550)
Conference & Broadcasting Services	-	-	68,755	83,138	-	-	68,755	83,138	(68,755)	(83,138)
Character & Fitness Board	-	-	132,701	159,981	15,757	23,050	148,458	183,031	(148,458)	(183,031)
Communications Strategies	730	3,000	616,545	741,101	163,738	189,015	780,283	930,116	(779,553)	(927,116)
Communications Strategies FTE		-	211,537	257,458	-	-	211,537	257,458	(211,537)	(257,458)
Discipline	163,197	85,000	5,291,161	6,614,175	125,961	185,509	5,417,122	6,799,684	(5,253,924)	(6,714,684)
Diversity	135,000	135,000	261,083	342,071	17,234	56,075	278,317	398,146	(143,317)	(263,146)
Entity Regulation	21,000	75,500	96,246	115,083	4,222	27,973	100,467	143,055	(79,467)	(67,555)
Facilities & Operations	-	-	628,279	746,702	2,000	2,565	630,279	749,267	(630,279)	(749,267)
Finance	650,162	600,000	999,748	1,225,253	3,665	4,920	1,003,413	1,230,173	(353,251)	(630,173)
Foundation	-	-	146,161	175,440	6,345	19,185	152,506	194,625	(152,506)	(194,625)
Human Resources	-	-	556,488	540,066	-	-	556,488	540,066	(556,488)	(540,066)
Law Clerk Program	273,067	224,000	142,242	177,416	49,539	67,409	191,781	244,825	81,286	(20,825)
Legislative	-	-	206,069	270,801	16,487	24,790	222,556	295,591	(222,556)	(295,591)
Legal Lunchbox	35,607	34,000	48,956	59,925	4,422	8,100	53,378	68,025	(17,771)	(34,025)
Licensing and Membership Records	556,435	494,260	652,622	807,725	27,383	22,680	680,005	830,405	(123,570)	(336,145)
Licensing Fees	14,864,449	17,652,266	-	-	-	-	0	-	14,864,449	17,652,266
Limited License Legal Technician	14,679	17,287	55,152	68,332	3,398	10,000	58,550	78,332	(43,871)	(61,045)
Limited Practice Officers	147,657	182,000	75,138	92,656	10,839	32,704	85,978	125,360	61,679	56,640
Mandatory CLE	1,234,275	1,338,250	569,931	694,269	121,728	153,032	691,659	847,301	542,616	490,949
Member Wellness Program	5,250	9,000	185,444	242,930	4,905	13,100	190,349	256,030	(185,099)	(247,030)
Member Services & Engagement	12,320	15,300	257,300	309,044	83,046	125,020	340,346	434,064	(328,026)	(418,764)
Mini CLE	-	-	109,579	134,341	-	-	109,579	134,341	(109,579)	(134,341)
New Member Education	130,406	142,000	96,702	118,278	2,473	3,700	99,176	121,978	31,230	20,022
Office of General Counsel	1,000	-	889,331	1,116,772	11,173	26,750	900,504	1,143,522	(899,504)	(1,143,522)
Office of the Executive Director	-	-	784,892	932,020	136,051	142,635	920,944	1,074,655	(920,944)	(1,074,655)
OGC-Disciplinary Board	-	-	175,496	210,543	114,640	136,245	290,136	346,788	(290,136)	(346,788)
Practice of Law Board	-	-	80,928	98,855	1,954	16,200	82,881	115,055	(82,881)	(115,055)
Practice Management Assistance	74,145	62,000	122,351	152,525	90,482	95,695	212,833	248,220	(138,688)	(186,220)
Professional Responsibility Program	-	-	175,658	216,787	2,775	7,990	178,433	224,777	(178,433)	(224,777)
Public Service Programs	132,639	132,635	238,035	310,124	(1,361)	12,700	236,675	322,824	(104,036)	(190,189)
Publication and Design Services	-	-	101,500	124,205	4,756	5,000	106,256	129,205	(106,256)	(129,205)
Regulatory Services FTE			339,900	425,472	1,559	12,590	341,459	438,062	(341,459)	(438,062)
Regulatory Reform	-	-	140,189	167,255	8,828	57,000	149,017	224,255	(149,017)	(224,255)
Sections Administration	395,784	275,000	263,961	322,943	484	2,400	264,445	325,343	131,339	(50,343)
Volunteer Engagement	-	-	204,990	253,536	18,995	36,301	223,985	289,836.58	(223,985)	(289,837)
Technology	-	-	821,634	959,791	-	-	821,634	959,791	(821,634)	(959,791)
Subtotal General Fund	**21,140,026**	23,485,538	**17,557,375**	**21,496,370**	**2,085,295**	2,906,473	**19,642,670**	24,402,843	**1,497,357**	**(917,304)**
Expenses using Facilities Reserve funds					(620)		(620)	(744)	620	744
Expenses using Special Project Reserve funds			(140,189)		(8,828)		(149,017)	(224,255)	149,017	224,255
Total General Fund - Net Result from Operations	**21,140,026**		**17,417,186**		**2,076,467**		**19,493,033**	**24,177,844**	**1,646,994**	**(692,306)**
Percentage of Budget	**90%**		**82%**		**72%**		**80%**			
CLE-Seminars and Products	1,188,761	1,491,745	873,470	1,048,807	182,688	313,153	1,056,158	1,361,960	132,603	129,785
CLE - Deskbooks	90,021	105,120	200,169	242,008	71,696	124,380	271,866	366,387	(181,845)	(261,267)
Total CLE	1,278,782	1,596,865	1,073,639	1,290,814	254,384	437,533	1,328,024	1,728,347	(49,242)	(131,482)
Percentage of Budget	**80%**		**83%**		**58%**		**77%**		-	-
Expenses using Facilities Reserve funds							0		**(49,242)**	**(131,482)**
Total CLE Fund - Net Result from Operations			**1,073,639**				**1,328,024**	**1,728,347**		
Total All Sections	673,206	653,316	-	-	757,949	1,091,122	757,949	1,091,122	(84,743)	(437,806)
Bench Bar Press-Restricted	6,985	-	-	-	7,060	-	7,060	0	(75)	-
Client Protection Fund-Restricted	926,212	945,480	158,006	194,280	65,403	507,100	223,409	701,380	702,804	244,100
Expenses using Facilities Reserve funds							-		-	-
Total CPF Fund - Net Result from Operations			**158,006**				**223,409**	**701,380**	**702,804**	**244,100**
Totals	**24,018,226**	**26,681,199**	**18,789,020**	**22,981,465**	**3,163,031**	**4,942,227**	**21,952,051**	**27,923,692**	**2,066,100**	**(1,242,493)**
Totals Net of Use of Facilities Reserve Funds			-		(620)		(620)		620	
Totals Net of Use of Special Project Reserve Funds			(140,189)		(8,828)		(149,017)	**27,698,693**	149,017	**(1,017,494)**
			18,648,831		**3,154,203**		**21,802,414**		**2,215,737**	
Percentage of Budget	**90%**		**82%**		**64%**		**79%**			

Summary of Fund Balances:	Fund Balances Sept. 30, 2025	2026 Budgeted Fund Balances	Fund Balances Year to date
Restricted Funds:			
Client Protection Fund	5,307,092	5,551,192	6,009,896
Bench Bar Press	1,110	1,110	1,035
Board-Designated Funds (Non-General Fund):			
CLE Fund Balance	1,233,727	1,102,244	1,184,485
Section Funds	2,164,531	1,726,725	2,079,788
Board-Designated Funds (General Fund):			
Operating Reserve Fund	2,500,000	2,500,000	2,500,000
Facilities Reserve Fund	159,925	159,181	309,305
Special Projects and Innovation Fund	616,067	391,813	467,050
Unrestricted Funds (General Fund):			
Unrestricted General Fund	6,754,154	6,061,848	8,251,147
Total General Fund Balance	**10,030,146**	**9,112,841**	**11,527,503**
Net Change in Total General Fund Balance		**(917,304)**	**1,497,357**
Total Fund Balance	**18,736,606**	**17,494,113**	**20,802,706**
Net Change In Fund Balance		**(1,242,493)**	**2,066,100**

Washington State Bar Association
Analysis of Cash Investments
As of July 31, 2026

Checking & Savings Accounts

General Fund

Checking

Bank	Account	Amount
Wells Fargo	General	1,748,087
	Total	

Investments	Rate (yield)	Amount
Wells Fargo Money Market	3.59%	10,978,408
UBS Financial Money Market	3.50%	1,204,469
CDs/Treasuries	see list	9,500,000
	General Fund Total	**23,430,965**

Client Protection Fund

Checking

Bank	Amount
Wells Fargo	331,250

Investments	Rate (yield)	Amount
Wells Fargo Money Market	3.59%	5,359,288
CDs/Treasuries	see list	500,000
	Client Protection Fund Total	**6,190,538**
	Grand Total Cash & Investments	**29,621,503**

Washington State Bar Association
Analysis of Cash Investments
As of July 31, 2026

General Fund

Bank	Yield	Term Months	Trade Date	Settle Date	Maturity Date	Amount
Bridgewater Bank CD	3.70%	6	1/29/2026	2/6/2026	8/6/2026	250,000
Industrial & Com Bank CD	3.70%	6	1/29/2026	2/6/2026	8/6/2026	250,000
Morgan Stanley PVT Bank CD	4.05%	12	8/6/2025	8/13/2025	8/13/2026	250,000
Zions Bancorp NA CD	3.70%	9	1/29/2026	2/4/2026	11/4/2026	250,000
Cross River Bank CD	3.70%	9	1/29/2026	2/6/2026	11/6/2026	250,000
JP Morgan chase bank CD	3.60%	12	12/30/2025	1/7/2026	1/7/2027	250,000
Bank of Baroda CD	3.70%	12	1/23/2026	1/28/2026	1/28/2027	250,000
Ally Bank/UT CD	3.60%	12	1/23/2026	1/29/2026	1/29/2027	250,000
BMW Bank North America CD	3.65%	12	1/23/2026	1/30/2026	1/29/2027	250,000
CAPE & Coast Bank CD	3.65%	12	1/23/2026	1/30/2026	1/29/2027	250,000
BMO Bank NA Primary CD	3.85%	9	4/28/2026	4/30/2026	2/1/2027	250,000
Tristate Capital Bank CD	3.80%	9	4/28/2026	5/6/2026	2/8/2027	250,000
Lake City Bank Warsaw CD	3.80%	12	2/10/2026	2/18/2026	2/18/2027	250,000
PCB Bank Primary CD	3.70%	12	2/26/2026	3/6/2026	3/5/2027	250,000
State Bank of India NY CD	3.75%	12	3/4/2026	3/9/2026	3/9/2027	250,000
Towne Bank Portsmouth VA CD	3.75%	12	3/4/2026	3/13/2026	3/12/2027	250,000
Stearns Bank NA CD	3.90%	11	4/15/2026	4/20/2026	3/22/2027	250,000
Associated BK Green Bay CD	3.80%	12	3/24/2026	3/27/2026	3/25/2027	250,000
First Reliance Bank CD	3.75%	12	3/24/2026	3/30/2026	3/30/2027	250,000
Ocean Bank/Miami FL CD	3.85%	12	3/24/2026	3/30/2026	3/30/2027	250,000
Seacoast National Bank CD	3.80%	12	3/24/2026	3/31/2026	3/31/2027	250,000
Mission Valley Bank CD	3.80%	12	4/15/2026	4/17/2026	4/16/2027	250,000
Bank of India NY CD	3.90%	12	4/15/2026	4/23/2026	4/21/2027	250,000
Old National Bank CD	3.90%	12	4/15/2026	4/22/2026	4/22/2027	250,000
Shinhan Bank America CD	3.90%	12	4/15/2026	4/24/2026	4/26/2027	250,000
American Coml BK & TR CD	3.85%	12	4/15/2026	4/28/2026	4/28/2027	250,000
Flagstar Bank National CD	3.95%	12	4/28/2026	4/30/2026	4/30/2027	250,000
Regions BK Birmngham CD	3.80%	12	4/28/2026	5/5/2026	5/5/2027	250,000
Bank Hope Los Angeles CD	3.75%	12	4/28/2026	5/6/2026	5/6/2027	250,000
Eaglemark Savings Bank CD	3.95%	12	5/26/2026	5/27/2026	5/27/2027	250,000
Nelnet Bank Inc. CD	3.80%	12	5/26/2026	5/27/2026	5/27/2027	250,000
Bank of America Calif CD	3.95%	12	5/26/2026	5/28/2026	5/28/2027	250,000
First-Citizens Bank/Trst CD	3.85%	12	5/26/2026	5/28/2026	5/28/2027	250,000
Mountainone Bank CD	3.80%	12	5/26/2026	5/29/2026	5/29/2027	250,000
Western Alliance Bank CD	3.85%	12	5/26/2026	5/29/2026	5/29/2027	250,000
Truist Bank CD	3.85%	12	5/26/2026	6/5/2026	6/4/2027	250,000
First Financial Bank CD	3.95%	12	6/17/2026	6/26/2026	6/25/2027	250,000
PNC Bank NA CD	3.85%	12	6/17/2026	6/25/2026	6/25/2027	250,000
					Total	**9,500,000**

Client Fund Protection Fund

Bank	Yield	Term Months	Trade Date	Settle Date	Maturity Date	Amount
SOFI Bank NA Corp CD	3.70%	6	1/23/2026	2/4/2026	8/4/2026	250,000
SAFRA National Bank CD	3.65%	11	1/23/2026	1/29/2026	12/29/2026	250,000
					Total	**500,000**

Washington State Bar Association

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83% OF YEAR COMPLETE

LICENSE FEES

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
LICENSE FEES	17,652,266	1,444,966	14,864,449	2,787,817	84%	154,228
TOTAL REVENUE:	**17,652,266**	**1,444,966**	**14,864,449**	**2,787,817**	**84%**	**154,228**

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83% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
ADMISSIONS						
REVENUE:						
EXAM SOFTWARE REVENUE	9,500	-	7,205	2,295	76%	(712)
BAR EXAM FEES	1,395,000	79,805	1,757,425	(362,425)	126%	594,925
RULE 9/LEGAL INTERN FEES	13,000	700	14,000	(1,000)	108%	3,167
SPECIAL ADMISSIONS	61,940	4,125	37,745	24,195	61%	(13,872)
TOTAL REVENUE:	**1,479,440**	**84,630**	**1,816,375**	**(336,935)**	**123%**	**583,508**
DIRECT EXPENSES:						
POSTAGE	2,900	125	3,046	(146)	105%	(630)
STAFF TRAVEL/PARKING	24,000	7,161	16,300	7,700	68%	3,700
STAFF MEMBERSHIP DUES	495	350	595	(100)	120%	(183)
SUPPLIES	2,500	183	2,771	(271)	111%	(688)
FACILITY, PARKING, FOOD	150,985	10,411	57,380	93,605	38%	68,441
EXAM GRADING	43,750	23,000	44,750	(1,000)	102%	(8,292)
UBE EXAMINATIONS	46,200	-	40,859	5,341	88%	(2,359)
BOARD OF BAR EXAMINERS	45,000	-	8,012	36,988	18%	29,488
BAR EXAM PROCTORS	10,000	-	8,486	1,514	85%	(153)
DISABILITY ACCOMMODATIONS	75,000	19,723	71,000	4,000	95%	(8,500)
CHARACTER & FITNESS INVESTIGATIONS	1,500	-	-	1,500	0%	1,250
LAW SCHOOL VISITS	1,500	-	23	1,477	2%	1,227
SOFTWARE HOSTING	45,000	4,576	44,787	213	100%	(7,287)
STAFF CONFERENCE & TRAINING	11,000	-	8,107	2,893	74%	1,060
TOTAL DIRECT EXPENSES:	**459,830**	**65,529**	**306,116**	**153,714**	**67%**	**77,075**
INDIRECT EXPENSES:						
SALARY EXPENSE (7.45 FTE) **	635,395	53,105	523,969	111,426	82%	5,527
BENEFITS EXPENSE	198,059	17,426	175,038	23,021	88%	(9,989)
OTHER INDIRECT EXPENSE	256,539	13,667	176,727	79,812	69%	37,055
TOTAL INDIRECT EXPENSES:	**1,089,992**	**84,198**	**875,734**	**214,258**	**80%**	**32,593**
TOTAL ALL EXPENSES:	**1,549,822**	**149,727**	**1,181,851**	**367,972**	**76%**	**109,668**
NET INCOME (LOSS):	**(70,382)**	**(65,097)**	**634,524**	**(704,907)**	**-902%**	**693,177**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

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83% OF YEAR COMPLETE

ADVANCEMENT FTE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF CONFERENCE & TRAINING	6,600	-	140	6,460	2%	5,360
TOTAL DIRECT EXPENSES:	**6,600**	**-**	**140**	**6,460**	**2%**	**5,360**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.41 FTE)	216,525	18,270	186,237	30,287	86%	(5,800)
BENEFITS EXPENSE	50,531	4,460	44,464	6,067	88%	(2,355)
OTHER INDIRECT EXPENSE	48,553	2,592	33,526	15,027	69%	6,935
TOTAL INDIRECT EXPENSES:	**315,609**	**25,323**	**264,227**	**51,381**	**84%**	**(1,220)**
TOTAL ALL EXPENSES:	**322,209**	**25,323**	**264,368**	**57,841**	**82%**	**4,139**
NET INCOME (LOSS):	**(322,209)**	**(25,323)**	**(264,368)**	**(57,841)**	**82%**	**4,139**

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83% OF YEAR COMPLETE

ACCESS TO JUSTICE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
ATJ BOARD RETREAT **	3,000	-	-	3,000	0%	2,500
LEADERSHIP TRAINING **	8,765	-	8,764	1	100%	(1,460)
ATJ BOARD EXPENSE **	58,135	11	8,050	50,085	14%	40,396
STAFF TRAVEL/PARKING	2,800	18	1,716	1,084	61%	617
STAFF CONFERENCE & TRAINING	4,400	-	3,662	738	83%	4
PUBLIC DEFENSE **	11,000	-	9,119	1,881	83%	48
RECEPTION/FORUM EXPENSE **	28,000	894	15,717	12,283	56%	7,616
TOTAL DIRECT EXPENSES:	**116,100**	**923**	**47,029**	**69,071**	**41%**	**49,721**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.61 FTE) **	152,635	12,462	124,461	28,175	82%	2,735
BENEFITS EXPENSE	45,272	3,920	38,964	6,309	86%	(1,237)
OTHER INDIRECT EXPENSE	55,440	2,956	38,391	17,049	69%	7,809
TOTAL INDIRECT EXPENSES:	**253,348**	**19,337**	**201,815**	**51,533**	**80%**	**9,308**
TOTAL ALL EXPENSES:	**369,448**	**20,259**	**248,844**	**120,604**	**67%**	**59,030**
NET INCOME (LOSS):	**(369,448)**	**(20,259)**	**(248,844)**	**(120,604)**	**67%**	**59,030**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

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83% OF YEAR COMPLETE

BENCH-BAR-PRESS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
LUNCHEON REGISTRATION	-	-	4,485	(4,485)		4,485
BENCH-BAR-PRESS MEMBERSHIP DUES	-	-	2,500	(2,500)		2,500
TOTAL REVENUE:	**-**	**-**	**6,985**	**(6,985)**		**6,985**
DIRECT EXPENSES:						
BENCH-BAR-PRESS LUNCHEON	-	-	7,060	(7,060)		(7,060)
TOTAL DIRECT EXPENSES:	**-**	**-**	**7,060**	**(7,060)**		**(7,060)**
NET INCOME (LOSS):	**-**	**-**	**(75)**	**75**		**(75)**

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	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
BAR NEWS						
REVENUE:						
ROYALTIES	2,000	-	-	2,000	0%	(1,667)
BNEWS DISPLAY ADVERTISING	405,000	5,003	361,788	43,212	89%	24,288
BNEWS SUBSCRIPT/SINGLE ISSUES	100	-	140	(40)	140%	57
BNEWS CLASSIFIED ADVERTISING	2,500	1,111	4,411	(1,911)	176%	2,328
JOB TARGET ADVERSTISING	120,000	14,714	109,510	10,490	91%	9,510
TOTAL REVENUE:	**529,600**	**20,828**	**475,849**	**53,751**	**90%**	**34,516**
DIRECT EXPENSES:						
POSTAGE	135,000	20,859	136,557	(1,557)	101%	(24,057)
PRINTING, COPYING & MAILING	242,000	28,418	214,313	27,687	89%	(12,646)
DIGITAL/ONLINE DEVELOPMENT	2,000	-	353	1,647	18%	1,314
GRAPHICS/ARTWORK	1,000	-	-	1,000	0%	833
EDITORIAL ADVIS COMMITTEE EXP	300	-	-	300	0%	250
STAFF CONFERENCE & TRAINING	2,200	-	999	1,201	45%	834
STAFF MEMBERSHIP DUES	220	-	-	220	0%	183
SUBSCRIPTIONS	225	-	-	225	0%	188
TOTAL DIRECT EXPENSES:	**382,945**	**49,277**	**352,221**	**30,724**	**92%**	**(33,101)**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.13 FTE)	199,151	16,700	170,372	28,779	86%	(4,413)
BENEFITS EXPENSE	59,029	5,218	52,126	6,903	88%	(2,935)
OTHER INDIRECT EXPENSE	73,346	3,917	50,642	22,704	69%	10,480
TOTAL INDIRECT EXPENSES:	**331,526**	**25,834**	**273,139**	**58,387**	**82%**	**3,133**
TOTAL ALL EXPENSES:	**714,471**	**75,111**	**625,361**	**89,110**	**88%**	**(29,968)**
NET INCOME (LOSS):	**(184,871)**	**(54,284)**	**(149,511)**	**(35,360)**	**81%**	**4,548**

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83% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
BOARD OF GOVERNORS						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
BOG MEETINGS **	175,000	35,715	111,777	63,223	64%	34,057
BOG COMMITTEES' EXPENSES **	14,200	1,558	11,471	2,729	81%	362
BOG RETREAT	40,000	19,656	51,525	(11,525)	129%	(18,191)
BOG CONFERENCE ATTENDANCE	56,500	3,097	57,248	(748)	101%	(10,165)
BOG TRAVEL & OUTREACH **	70,000	13,501	77,803	(7,803)	111%	(19,470)
LEADERSHIP TRAINING	15,000	-	-	15,000	0%	12,500
BOG ELECTIONS **	26,900	-	11,276	15,624	42%	11,141
PRESIDENT'S DINNER	12,000	(1,674)	-	12,000	0%	10,000
NEW GOVERNOR ORIENTATION	7,000	4,545	4,545	2,455	65%	1,288
PRESIDENT'S PHOTO	3,300	-	-	3,300	0%	2,750
SUPPLIES	765	315	665	100	87%	(27)
TOTAL DIRECT EXPENSES:	**420,665**	**76,713**	**326,310**	**94,355**	**78%**	**24,244**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.73 FTE)	135,043	11,381	115,470	19,574	86%	(2,934)
BENEFITS EXPENSE	44,269	3,921	39,365	4,905	89%	(2,474)
OTHER INDIRECT EXPENSE	59,572	3,165	40,920	18,652	69%	8,723
TOTAL INDIRECT EXPENSES:	**238,885**	**18,466**	**195,755**	**43,130**	**82%**	**3,316**
TOTAL ALL EXPENSES:	**659,550**	**95,179**	**522,064**	**137,485**	**79%**	**27,560**
NET INCOME (LOSS):	**(659,550)**	**(95,179)**	**(522,064)**	**(137,485)**	**79%**	**27,560**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

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83% OF YEAR COMPLETE

CONFERENCE AND BROADCAST SERVICES

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
INDIRECT EXPENSES:						
SALARY EXPENSE (0.55 FTE)	49,269	4,096	42,405	6,864	86%	(1,347)
BENEFITS EXPENSE	14,930	1,317	13,264	1,665	89%	(823)
OTHER INDIRECT EXPENSE	18,939	1,012	13,086	5,853	69%	2,697
TOTAL INDIRECT EXPENSES:	**83,138**	**6,426**	**68,755**	**14,383**	**83%**	**527**
NET INCOME (LOSS):	**(83,138)**	**(6,426)**	**(68,755)**	**(14,383)**	**83%**	**527**

Washington State Bar Association

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83% OF YEAR COMPLETE

CHARACTER & FITNESS BOARD

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CHARACTER & FITNESS BOARD EXP	12,000	2,448	8,241	3,759	69%	1,759
COURT REPORTERS	11,050	1,097	7,040	4,010	64%	2,168
STAFF TRAVEL/PARKING	-	476	476	(476)		(476)
TOTAL DIRECT EXPENSES:	**23,050**	**4,019.97**	**15,757**	**7,293**	**68%**	**3,452**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.85 FTE)	103,891	8,686	88,986	14,906	86%	(2,410)
BENEFITS EXPENSE	26,820	2,365	23,608	3,212	88%	(1,258)
OTHER INDIRECT EXPENSE	29,270	1,555	20,108	9,161	69%	4,283
TOTAL INDIRECT EXPENSES:	**159,981**	**12,605**	**132,701**	**27,279**	**83%**	**616**
TOTAL ALL EXPENSES:	**183,031**	**16,625**	**148,458**	**34,573**	**81%**	**4,068**
NET INCOME (LOSS):	**(183,031)**	**(16,625)**	**(148,458)**	**(34,573)**	**81%**	**4,068**

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	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
CONTINUING LEGAL EDUCATION (CLE)						
(CLES - CLEP)						
REVENUE:						
SEMINAR REGISTRATIONS	730,535	61,779	409,976	320,560	56%	(198,804)
SEMINAR REVENUE-OTHER	32,500	16,150	45,150	(12,650)	139%	18,067
SEMINAR SPLITS W/ CLE	(150,000)	-	-	(150,000)	0%	125,000
SHIPPING & HANDLING	210	-	36	174	17%	(139)
COURSEBOOK SALES	3,500	-	325	3,175	9%	(2,592)
DIGITAL VIDEO SALES	875,000	110,793	733,274	141,726	84%	4,108
TOTAL REVENUE:	**1,491,745**	**188,723**	**1,188,761**	**302,984**	**80%**	**(54,360)**
DIRECT EXPENSES:						
COURSEBOOK PRODUCTION	150	-	-	150	0%	125
ONLINE EXPENSES	54,000	6	17,873	36,127	33%	27,127
ACCREDITATION FEES	2,500	(60)	1,814	686	73%	269
FACILITIES	175,000	31,880	123,075	51,925	70%	22,758
DISABILITY ACCOMMODATIONS	7,000	-	2,211	4,789	32%	3,622
SPEAKERS & PROGRAM DEVELOP	45,700	2,593	23,993	21,707	53%	14,091
HONORARIA	3,000	-	-	3,000	0%	2,500
CLE SEMINAR COMMITTEE	200	-	-	200	0%	167
STAFF TRAVEL/PARKING	16,500	3,883	10,705	5,795	65%	3,045
STAFF CONFERENCE & TRAINING	3,700	-	-	3,700	0%	3,083
STAFF MEMBERSHIP DUES	1,500	-	1,091	409	73%	159
SUBSCRIPTIONS	1,300	-	796	504	61%	287
SUPPLIES	1,000	-	455	545	45%	379
COST OF SALES - COURSEBOOKS	300	-	27	273	9%	223
POSTAGE & DELIVERY-COURSEBOOKS	200	-	28	172	14%	139
IT EXPENSE DUE TO GF	1,103	67	622	481	56%	298
TOTAL DIRECT EXPENSES:	**313,153**	**38,368**	**182,688**	**130,465**	**58%**	**78,272**
INDIRECT EXPENSES:						
SALARY EXPENSE (7.95 FTE)	614,468	52,072	527,879	86,589	86%	(15,823)
BENEFITS EXPENSE	202,492	18,007	180,717	21,775	89%	(11,973)
OTHER INDIRECT EXPENSE	231,847	12,035	164,874	66,973	71%	28,332
TOTAL INDIRECT EXPENSES:	**1,048,807**	**82,114**	**873,470**	**175,337**	**83%**	**536**
TOTAL ALL EXPENSES:	**1,361,960**	**120,482**	**1,056,158**	**305,802**	**78%**	**78,809**
NET INCOME (LOSS):	**129,785**	**68,240**	**132,603**	**(2,818)**	**102%**	**24,449**

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CLIENT PROTECTION FUND

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
DONATIONS	-	-	7,039	(7,039)		7,039
CPF RESTITUTION	10,000	9,503	15,125	(5,125)	151%	6,791
CPF MEMBER ASSESSMENTS	735,480	4,470	736,270	(790)	100%	123,370
INTEREST INCOME	200,000	17,249	167,779	32,221	84%	1,112
TOTAL REVENUE:	**945,480**	**31,222**	**926,212**	**19,268**	**98%**	**138,312**
DIRECT EXPENSES:						
BANK FEES	500	11	(214)	714	-43%	630
GIFTS TO INJURED CLIENTS	500,000	17,914	62,964	437,036	13%	353,703
CPF BOARD EXPENSES	2,000	-	933	1,067	47%	733
STAFF CONFERENCE & TRAINING	4,400	-	1,519	2,881	35%	2,147
STAFF MEMBERSHIP DUES	200	-	200	-	100%	(33)
TOTAL DIRECT EXPENSES:	**507,100**	**17,924**	**65,403**	**441,697**	**13%**	**357,181**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.23 FTE)	117,501	9,850	98,410	19,091	84%	(493)
BENEFITS EXPENSE	34,425	3,042	30,432	3,993	88%	(1,744)
OTHER INDIRECT EXPENSE	42,355	2,255	29,164	13,190	69%	6,131
TOTAL INDIRECT EXPENSES:	**194,280**	**15,147**	**158,006**	**36,274**	**81%**	**3,894**
TOTAL ALL EXPENSES:	**701,380**	**33,071**	**223,409**	**477,971**	**32%**	**361,075**
NET INCOME (LOSS):	**244,100**	**(1,850)**	**702,804**	**(458,704)**	**288%**	**499,387**

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83% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
COMMUNICATION STRATEGIES						
REVENUE:						
50 YEAR MEMBER TRIBUTE LUNCH	1,000	73	730	270	73%	(103)
WSBA LOGO MERCHANDISE SALES	2,000	-	-	2,000	0%	(1,667)
TOTAL REVENUE:	**3,000**	**73**	**730**	**2,270**	**24%**	**(1,770)**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	5,895	198	1,980	3,915	34%	2,933
STAFF MEMBERSHIP DUES	1,800	440	977	823	54%	523
SUBSCRIPTIONS	4,520	747	4,904	(384)	108%	(1,137)
APEX	52,500	77	27,527	24,973	52%	16,223
BAR LEADERS SUMMIT	35,000	459	29,936	5,064	86%	(769)
50 YEAR MEMBER TRIBUTE LUNCH	38,000	10,467	22,973	15,027	60%	8,693
BAR OUTREACH **	22,000	1,317	33,285	(11,285)	151%	(14,952)
COMMUNICATIONS OUTREACH **	8,000	1,745	8,416	(416)	105%	(1,749)
STAFF CONFERENCE & TRAINING	11,300	-	7,791	3,510	69%	1,626
AMBASSADOR TRAINING & TOWN HALLS	10,000	-	25,949	(15,949)	259%	(17,616)
TOTAL DIRECT EXPENSES:	**189,015**	**15,450**	**163,738**	**25,277**	**87%**	**(6,225)**
INDIRECT EXPENSES:						
SALARY EXPENSE (5.39 FTE)	417,995	38,197	370,307	47,689	89%	(21,977)
BENEFITS EXPENSE	137,502	10,862	118,451	19,051	86%	(3,866)
OTHER INDIRECT EXPENSE	185,603	9,883	127,787	57,816	69%	26,882
TOTAL INDIRECT EXPENSES:	**741,101**	**58,942**	**616,545**	**124,555**	**83%**	**1,038**
TOTAL ALL EXPENSES:	**930,116**	**74,391**	**780,283**	**149,833**	**84%**	**(5,187)**
NET INCOME (LOSS):	**(927,116)**	**(74,319)**	**(779,553)**	**(147,563)**	**84%**	**(6,956)**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

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83% OF YEAR COMPLETE

COMMUNICATION STRATEGIES FTE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
INDIRECT EXPENSES:						
SALARY EXPENSE (1.00 FTE)	183,193	15,266	152,837	30,356	83%	(176)
BENEFITS EXPENSE	39,830	3,486	34,895	4,935	88%	(1,703)
OTHER INDIRECT EXPENSE	34,435	1,841	23,805	10,630	69%	4,891
TOTAL INDIRECT EXPENSES:	**257,458**	**20,593**	**211,537**	**45,921**	**82%**	**3,011**
NET INCOME (LOSS):	**(257,458)**	**(20,593)**	**(211,537)**	**(45,921)**	**82%**	**3,011**

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DESKBOOKS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
DESKBOOK SALES	5,120	3,708	10,103	(4,983)	197%	5,836
LEXIS/NEXIS ROYALTIES	75,000	24,689	58,119	16,881	77%	(4,381)
SECTION PUBLICATION SALES	-	35	140	(140)		140
CASEMAKER ROYALTIES	25,000	-	21,659	3,341	87%	826
TOTAL REVENUE:	**105,120**	**28,431**	**90,021**	**15,099**	**86%**	**2,421**
DIRECT EXPENSES:						
COST OF SALES - DESKBOOKS	2,800	566	3,716	(916)	133%	(1,383)
COST OF SALES - SECTION PUBLICATION	-	37	37	(37)		(37)
DESKBOOK ROYALTIES	-	-	193	(193)		(193)
STAFF CONFERENCES & TRAINING	2,200	-	1,914	286	87%	(81)
POSTAGE & DELIVERY-DESKBOOKS	300	-	21	279	7%	229
OBSOLETE INVENTORY	118,700	-	65,597	53,103	55%	33,320
STAFF MEMBERSHIP DUES	330	-	218	112	66%	57
SUBSCRIPTIONS	50	-	-	50	0%	42
TOTAL DIRECT EXPENSES:	**124,380**	**602**	**71,696**	**52,684**	**58%**	**31,954**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.75 FTE)	145,047	12,165	123,201	21,846	85%	(2,329)
BENEFITS EXPENSE	45,925	4,072	40,591	5,335	88%	(2,320)
OTHER INDIRECT EXPENSE	51,036	2,655	36,378	14,658	71%	6,152
TOTAL INDIRECT EXPENSES:	**242,008**	**18,892**	**200,169**	**41,838**	**83%**	**1,504**
TOTAL ALL EXPENSES:	**366,387**	**19,494**	**271,866**	**94,522**	**74%**	**33,457**
NET INCOME (LOSS):	**(261,267)**	**8,937**	**(181,845)**	**(79,423)**	**70%**	**35,878**

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83% OF YEAR COMPLETE

DISCIPLINE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
AUDIT REVENUE	1,000	85	1,296	(296)	130%	463
RECOVERY OF DISCIPLINE COSTS	65,000	71,833	141,741	(76,741)	218%	87,575
DISCIPLINE HISTORY SUMMARY	19,000	2,010	20,160	(1,160)	106%	4,327
TOTAL REVENUE:	**85,000**	**73,928**	**163,197**	**(78,197)**	**192%**	**92,364**
DIRECT EXPENSES:						
PUBLICATIONS PRODUCTION	350	-	-	350	0%	292
STAFF TRAVEL/PARKING	15,000	1,470	15,317	(317)	102%	(2,817)
STAFF MEMBERSHIP DUES	7,659	-	7,695	(36)	100%	(1,313)
TELEPHONE	3,000	259	2,071	929	69%	429
COURT REPORTERS	66,200	1,964	43,190	23,010	65%	11,976
OUTSIDE COUNSEL/AIC	500	-	-	500	0%	417
LITIGATION EXPENSES	30,000	2,289	14,534	15,466	48%	10,466
DISABILITY EXPENSES	15,000	59	4,755	10,245	32%	7,745
TRANSLATION SERVICES	10,000	737	11,965	(1,965)	120%	(3,631)
STAFF CONFERENCE & TRAINING	37,800	-	26,434	11,366	70%	5,066
TOTAL DIRECT EXPENSES:	**185,509**	**6,778**	**125,961**	**59,548**	**68%**	**28,630**
INDIRECT EXPENSES:						
SALARY EXPENSE (39.00 FTE)	4,131,360	339,729	3,373,546	757,814	82%	69,254
BENEFITS EXPENSE	1,139,859	99,654	993,235	146,625	87%	(43,352)
OTHER INDIRECT EXPENSE	1,342,955	71,492	924,380	418,575	69%	194,749
TOTAL INDIRECT EXPENSES:	**6,614,175**	**510,875**	**5,291,161**	**1,323,015**	**80%**	**220,652**
TOTAL ALL EXPENSES:	**6,799,684**	**517,652**	**5,417,122**	**1,382,562**	**80%**	**249,282**
NET INCOME (LOSS):	**(6,714,684)**	**(443,724)**	**(5,253,924)**	**(1,460,760)**	**78%**	**341,646**

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DIVERSITY

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
DONATIONS	135,000	-	135,000	-	100%	22,500
TOTAL REVENUE:	**135,000**	**-**	**135,000**	**-**	**100%**	**22,500**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,700	36	645	3,055	17%	2,438
STAFF MEMBERSHIP DUES	775	-	605	170	78%	41
DEI COUNCIL	7,600	-	2,677	4,923	35%	3,657
DIVERSITY EVENTS & PROJECTS **	30,600	-	6,319	24,281	21%	19,181
STAFF EQUITY LEADERSHIP LAB	6,000	-	3,869	2,131	64%	1,131
STAFF CONFERENCE & TRAINING	4,400	2,779	3,119	1,281	71%	547
CONSULTING SERVICES	3,000	-	-	3,000	0%	2,500
TOTAL DIRECT EXPENSE:	**56,075**	**2,815**	**17,234**	**38,841**	**31%**	**29,495**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.24 FTE) **	198,124	16,244	152,974	45,150	77%	12,129
BENEFITS EXPENSE	66,814	5,293	52,368	14,446	78%	3,310
OTHER INDIRECT EXPENSE	77,134	4,100	55,741	21,393	72%	8,537
TOTAL INDIRECT EXPENSES:	**342,071**	**25,637**	**261,083**	**80,989**	**76%**	**23,977**
TOTAL ALL EXPENSES:	**398,146**	**28,452**	**278,317**	**119,829**	**70%**	**53,472**
NET INCOME (LOSS):	**(263,146)**	**(28,452)**	**(143,317)**	**(119,829)**	**54%**	**75,972**

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ENTITY REGULATION

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
APPLICATION FEES	28,000	-	11,000	17,000	39%	(12,333)
ANNUAL FEES	47,500	-	10,000	37,500	21%	(29,583)
TOTAL REVENUE:	**75,500**	**-**	**21,000**	**54,500**	**28%**	**(41,917)**
DIRECT EXPENSES:						
DEPRECIATION	-	664	863	(863)		(863)
STAFF CONFERENCE & TRAINING	4,400	-	1,551	2,849	35%	2,116
INVESTIGATION	9,600	-	-	9,600	0%	8,000
OUTREACH & COMMUNICATION	10,000	-	-	10,000	0%	8,333
SOFTWARE HOSTING	3,973	341	1,808	2,165	46%	1,502
TOTAL DIRECT EXPENSES:	**27,973**	**1,005**	**4,222**	**23,751**	**15%**	**19,089**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.55 FTE) **	77,471	6,446	66,672	10,799	86%	(2,113)
BENEFITS EXPENSE	18,673	1,640	16,489	2,185	88%	(928)
OTHER INDIRECT EXPENSE	18,939	1,012	13,086	5,853	69%	2,697
TOTAL INDIRECT EXPENSES:	**115,083**	**9,098**	**96,246**	**18,837**	**84%**	**(344)**
TOTAL ALL EXPENSES:	**143,055**	**10,103**	**100,467**	**42,588**	**70%**	**18,745**
NET INCOME (LOSS):	**(67,555)**	**(10,103)**	**(79,467)**	**11,912**	**118%**	**(23,171)**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

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	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
ETHICS, WELLNESS, & PRACTICE						
(MWP-PMA-PRP)						
REVENUE:						
DIVERSIONS	9,000	1,000	5,250	3,750	58%	(2,250)
ROYALTIES	62,000	5,511	74,145	(12,145)	120%	22,478
TOTAL REVENUE:	**71,000**	**6,511**	**79,395**	**(8,395)**	**112%**	**20,228**
DIRECT EXPENSES:						
STAFF MEMBERSHIP DUES	1,385	-	1,496	(111)	108%	(342)
MEMBER WELLNESS COUNCIL	4,500	-	1,850	2,650	41%	1,900
LEGAL TECH TASK FORCE	3,500	-	-	3,500	0%	2,917
STAFF TRAVEL/PARKING	7,700	-	2,391	5,309	31%	4,026
STAFF CONFERENCE & TRAINING	10,300	-	2,756	7,544	27%	5,827
SUBSCRIPTIONS	1,400	111	1,105	295	79%	62
CPE COMMITTEE	1,000	-	753	247	75%	80
VLEX FASTCASE	87,000	-	87,812	(812)	101%	(15,312)
TOTAL DIRECT EXPENSES:	**116,785**	**111**	**98,163**	**18,622**	**84%**	**(842)**
INDIRECT EXPENSES:						
SALARY EXPENSE (3.51 FTE)	385,777	25,186	309,393	76,383	80%	12,087
BENEFITS EXPENSE	105,599	8,189	90,889	14,710	86%	(2,890)
OTHER INDIRECT EXPENSE	120,866	6,432	83,170	37,696	69%	17,551
TOTAL INDIRECT EXPENSES:	**612,242**	**39,807**	**483,452**	**128,789**	**79%**	**26,749**
TOTAL ALL EXPENSES:	**729,027**	**39,918**	**581,615**	**147,411**	**80%**	**25,907**
NET INCOME (LOSS):	**(658,027)**	**(33,406)**	**(502,221)**	**(155,806)**	**76%**	**46,135**

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	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
FACILITIES & OPERATIONS						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	2,376	198	1,980	396	83%	-
STAFF CONFERENCE & TRAINING	-	-	20	(20)		(20)
STAFF MEMBERSHIP DUES	189	-	-	189	0%	158
TOTAL DIRECT EXPENSES:	**2,565**	**198**	**2,000**	**565**	**78%**	**138**
INDIRECT EXPENSES:						
SALARY EXPENSE (5.78 FTE)	406,195	36,355	362,852	43,342	89%	(24,357)
BENEFITS EXPENSE	141,474	12,877	128,544	12,930	91%	(10,649)
OTHER INDIRECT EXPENSE	199,033	10,588	136,883	62,150	69%	28,978
TOTAL INDIRECT EXPENSES:	**746,702**	**59,820**	**628,279**	**118,423**	**84%**	**(6,028)**
TOTAL ALL EXPENSES:	**749,267**	**60,018**	**630,279**	**118,988**	**84%**	**(5,890)**
NET INCOME (LOSS):	**(749,267)**	**(60,018)**	**(630,279)**	**(118,988)**	**84%**	**(5,890)**

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FINANCE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
INTEREST INCOME	600,000	72,071	650,162	(50,162)	108%	150,162
TOTAL REVENUE:	**600,000**	**72,071**	**650,162**	**(50,162)**	**108%**	**150,162**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,750	18	3,080	670	82%	45
STAFF CONFERENCE & TRAINING	500	-	-	500	0%	417
STAFF MEMBERSHIP DUES	670	-	585	85	87%	(27)
TOTAL DIRECT EXPENSES:	**4,920**	**18**	**3,665**	**1,255**	**74%**	**435**
INDIRECT EXPENSES:						
SALARY EXPENSE (6.92 FTE)	777,786	62,517	651,471	126,315	84%	(3,316)
BENEFITS EXPENSE	209,178	18,080	184,264	24,914	88%	(9,949)
OTHER INDIRECT EXPENSE	238,288	12,685	164,013	74,275	69%	34,561
TOTAL INDIRECT EXPENSES:	**1,225,253**	**93,282**	**999,748**	**225,505**	**82%**	**21,296**
TOTAL ALL EXPENSES:	**1,230,173**	**93,300**	**1,003,413**	**226,760**	**82%**	**21,731**
NET INCOME (LOSS):	**(630,173)**	**(21,229)**	**(353,251)**	**(276,922)**	**56%**	**171,893**

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	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
FOUNDATION						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CONSULTING SERVICES	3,350	-	3,350	-	100%	(558)
PRINTING & COPYING	1,000	-	30	970	3%	803
STAFF TRAVEL/PARKING	4,000	-	312	3,688	8%	3,021
SUPPLIES	2,000	-	112	1,888	6%	1,555
BOARD OF TRUSTEES	3,600	-	250	3,350	7%	2,750
EQUIPMENT/HARDWARE/SOFTWARE	2,635	220	2,198	437	83%	(2)
POSTAGE	400	-	23	377	6%	310
STAFF CONFERENCE & TRAINING	2,200	-	69	2,131	3%	1,764
TOTAL DIRECT EXPENSES:	**19,185**	**220**	**6,345**	**12,840**	**33%**	**9,643**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.05 FTE)	108,755	9,170	94,499	14,257	87%	(3,869)
BENEFITS EXPENSE	30,528	2,697	26,821	3,707	88%	(1,381)
OTHER INDIRECT EXPENSE	36,156	1,922	24,841	11,315	69%	5,289
TOTAL INDIRECT EXPENSES:	**175,440**	**13,788**	**146,161**	**29,279**	**83%**	**39**
TOTAL ALL EXPENSES:	**194,625**	**14,008**	**152,506**	**42,119**	**78%**	**9,681**
NET INCOME (LOSS):	**(194,625)**	**(14,008)**	**(152,506)**	**(42,119)**	**78%**	**9,681**

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HUMAN RESOURCES						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	300	-	132	168	44%	118
STAFF MEMBERSHIP DUES	1,200	-	852	348	71%	148
SUBSCRIPTIONS	2,000	-	1,192	808	60%	475
STAFF TRAINING- GENERAL	29,300	100	3,864	25,436	13%	20,553
RECRUITING AND ADVERTISING	8,750	2,785	6,021	2,729	69%	1,271
HR INFORMATION SYSTEM	65,950	4,527	53,250	12,700	81%	1,708
SALARY SURVEYS	3,000	-	934	2,066	31%	1,566
CONSULTING SERVICES	1,000	-	-	1,000	0%	833
STAFF CONFERENCE & TRAINING	4,200	-	2,895	1,305	69%	605
TRANSFER TO INDIRECT EXPENSE	(115,700)	(7,412)	(69,140)	(46,560)	60%	(27,277)
TOTAL DIRECT EXPENSES:	-	-	-	-		-
INDIRECT EXPENSES:						
SALARY EXPENSE (4.00 FTE)	504,229	36,397	357,778	146,451	71%	62,413
ALLOWANCE FOR OPEN POSITIONS	(200,000)	-	-	(200,000)	0%	(166,667)
BENEFITS EXPENSE	98,098	10,490	103,823	(5,725)	106%	(22,075)
OTHER INDIRECT EXPENSE	137,739	7,338	94,887	42,852	69%	19,896
TOTAL INDIRECT EXPENSES:	**540,066**	**54,225**	**556,488**	**(16,422)**	**103%**	**(106,433)**
TOTAL ALL EXPENSES:	**540,066**	**54,225**	**556,488**	**(16,422)**	**103%**	**(106,433)**
NET INCOME (LOSS):	**(540,066)**	**(54,225)**	**(556,488)**	**16,422**	**103%**	**(106,433)**

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LAW CLERK PROGRAM

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
LAW CLERK FEES	220,000	833	267,167	(47,167)	121%	83,833
LAW CLERK APPLICATION FEES	4,000	800	5,900	(1,900)	148%	2,567
TOTAL REVENUE:	**224,000**	**1,633**	**273,067**	**(49,067)**	**122%**	**86,400**
DIRECT EXPENSES:						
SUBSCRIPTIONS	331	-	-	331	0%	276
DEPRECIATION	37,278	2,907	29,078	8,200	78%	1,987
CHARACTER & FITNESS INVESTIGATIONS	100	-	-	100	0%	83
LAW CLERK BOARD EXPENSE	9,000	13	5,594	3,406	62%	1,906
SOFTWARE HOSTING	700	87	862	(162)	123%	(279)
STAFF MEMBERSHIP DUES	-	-	300	(300)		(300)
LAW CLERK OUTREACH	20,000	-	13,705	6,295	69%	2,962
TOTAL DIRECT EXPENSES:	**67,409**	**3,007**	**49,539**	**17,870**	**73%**	**6,635**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.18 FTE) **	104,845	9,057	86,409	18,436	82%	961
BENEFITS EXPENSE	31,938	2,788	27,959	3,979	88%	(1,344)
OTHER INDIRECT EXPENSE	40,633	2,157	27,873	12,760	69%	5,987
TOTAL INDIRECT EXPENSES:	**177,416**	**14,001**	**142,242**	**35,174**	**80%**	**5,605**
TOTAL ALL EXPENSES:	**244,825**	**17,009**	**191,781**	**53,044**	**78%**	**12,240**
NET INCOME (LOSS):	**(20,825)**	**(15,375)**	**81,286**	**(102,111)**	**-390%**	**98,640**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

LICENSING & MEMBERSHIP RECORDS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
STATUS CERTIFICATE FEES	29,000	2,550	28,273	727	97%	4,106
INVESTIGATION FEES	25,000	2,600	17,980	7,020	72%	(2,853)
PRO HAC VICE	435,000	54,288	503,774	(68,774)	116%	141,274
MEMBER CONTACT INFORMATION	5,000	-	5,880	(880)	118%	1,714
PHOTO BAR CARD SALES	260	24	528	(268)	203%	311
TOTAL REVENUE:	**494,260**	**59,462**	**556,435**	**(62,175)**	**113%**	**144,552**
DIRECT EXPENSES:						
POSTAGE	4,000	-	5,110	(1,110)	128%	(1,776)
SOFTWARE HOSTING	18,380	2,251	22,273	(3,893)	121%	(6,957)
INVESTIGATION	300	-	-	300	0%	250
TOTAL DIRECT EXPENSES:	**22,680**	**2,251**	**27,383**	**(4,703)**	**121%**	**(8,483)**
INDIRECT EXPENSES:						
SALARY EXPENSE (4.78 FTE) **	503,843	40,431	417,135	86,708	83%	2,735
BENEFITS EXPENSE	139,284	12,106	122,116	17,168	88%	(6,046)
OTHER INDIRECT EXPENSE	164,598	8,768	113,372	51,227	69%	23,794
TOTAL INDIRECT EXPENSES:	**807,725**	**61,305**	**652,622**	**155,103**	**81%**	**20,482**
TOTAL ALL EXPENSES:	**830,405**	**63,557**	**680,005**	**150,400**	**82%**	**11,999**
NET INCOME (LOSS):	**(336,145)**	**(4,095)**	**(123,570)**	**(212,575)**	**37%**	**156,551**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

LIMITED LICENSE LEGAL TECHNICIAN PROGRAM

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
LLLT LICENSE FEES	17,000	1,368	13,508	3,492	79%	(659)
LLLT LATE LICENSE FEES	137	-	571	(434)	417%	457
MCLE LATE FEES	150	-	600	(450)	400%	475
TOTAL REVENUE:	**17,287**	**1,368**	**14,679**	**2,608**	**85%**	**273**
DIRECT EXPENSES:						
LLLT BOARD	9,000	-	3,398	5,602	38%	4,102
LLLT EDUCATION	1,000	-	-	1,000	0%	833
TOTAL DIRECT EXPENSES:	**10,000**	**-**	**3,398**	**6,602**	**34%**	**4,935**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.43 FTE) **	41,479	4,493	34,967	6,512	84%	(402)
BENEFITS EXPENSE	12,046	880	10,091	1,955	84%	(53)
OTHER INDIRECT EXPENSE	14,807	782	10,093	4,714	68%	2,246
TOTAL INDIRECT EXPENSES:	**68,332**	**6,154**	**55,152**	**13,180**	**81%**	**1,792**
TOTAL ALL EXPENSES:	**78,332**	**6,154**	**58,550**	**19,782**	**75%**	**6,727**
NET INCOME (LOSS):	**(61,045)**	**(4,787)**	**(43,871)**	**(17,174)**	**72%**	**7,000**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

LIMITED PRACTICE OFFICERS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
INVESTIGATION FEES	1,000	100	1,100	(100)	110%	267
MCLE LATE FEES	3,000	-	5,475	(2,475)	183%	2,975
LPO EXAMINATION FEES	18,000	(900)	11,800	6,200	66%	(3,200)
LPO LICENSE FEES	158,000	12,586	125,182	32,818	79%	(6,485)
LPO LATE LICENSE FEES	2,000	60	3,840	(1,840)	192%	2,173
LPO LICENSE FEES - REINSTATES	-	260	260	(260)		260
TOTAL REVENUE:	**182,000**	**12,106**	**147,657**	**34,343**	**81%**	**(4,010)**
DIRECT EXPENSES:						
FACILITY, PARKING, FOOD	9,500	-	2,696	6,804	28%	5,221
EXAM WRITING	15,000	-	4,200	10,800	28%	8,300
LPO BOARD	4,000	-	430	3,570	11%	2,904
LPO OUTREACH	500	-	-	500	0%	417
PRINTING & COPYING	200	-	65	135	32%	102
SUPPLIES	100	-	-	100	0%	83
SOFTWARE HOSTING	3,404	349	3,449	(45)	101%	(612)
TOTAL DIRECT EXPENSES:	**32,704**	**349**	**10,839**	**21,865**	**33%**	**16,414**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.58 FTE) **	56,369	5,980	47,561	8,809	84%	(586)
BENEFITS EXPENSE	16,315	1,236	13,827	2,488	85%	(231)
OTHER INDIRECT EXPENSE	19,972	1,063	13,751	6,221	69%	2,892
TOTAL INDIRECT EXPENSES:	**92,656**	**8,279**	**75,138**	**17,518**	**81%**	**2,075**
TOTAL ALL EXPENSES:	**125,360**	**8,628**	**85,978**	**39,383**	**69%**	**18,489**
NET INCOME (LOSS):	**56,640**	**3,479**	**61,679**	**(5,039)**	**109%**	**14,479**

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Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

LEGISLATIVE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	2,500	-	157	2,343	6%	1,926
STAFF MEMBERSHIP DUES	215	-	-	215	0%	179
JUD RECOMMEND COMMITTEE	3,250	-	1,096	2,154	34%	1,613
SUBSCRIPTIONS	2,000	-	1,990	10	99%	(323)
TELEPHONE	575	50	496	79	86%	(17)
CONTRACT LOBBYIST	12,500	-	12,500	-	100%	(2,083)
LEGISLATIVE REVIEW COMMITTEE	1,250	-	-	1,250	0%	1,042
BOG LEGISLATIVE COMMITTEE	300	-	-	300	0%	250
STAFF CONFERENCE & TRAINING	2,200	-	248	1,952	11%	1,586
TOTAL DIRECT EXPENSES:	**24,790**	**50**	**16,487**	**8,303**	**67%**	**4,172**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.70 FTE)	164,492	13,811	125,626	38,866	76%	11,451
BENEFITS EXPENSE	47,770	4,222	40,188	7,582	84%	(380)
OTHER INDIRECT EXPENSE	58,539	3,114	40,255	18,284	69%	8,527
TOTAL INDIRECT EXPENSES:	**270,801**	**21,146**	**206,069**	**64,732**	**76%**	**19,599**
TOTAL ALL EXPENSES:	**295,591**	**21,196**	**222,556**	**73,035**	**75%**	**23,770**
NET INCOME (LOSS):	**(295,591)**	**(21,196)**	**(222,556)**	**(73,035)**	**75%**	**23,770**

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
MANDATORY CONTINUING LEGAL EDUCATION						
REVENUE:						
ACTIVITY APPLICATION FEE	670,000	54,700	567,000	103,000	85%	8,667
ACTIVITY APPLICATION LATE FEE	250,000	19,450	215,400	34,600	86%	7,067
MCLE LATE FEES	232,000	1,050	287,575	(55,575)	124%	94,242
ANNUAL ACCREDITED SPONSOR FEES	36,250	-	35,750	500	99%	5,542
ATTENDANCE LATE FEES	120,000	11,900	99,150	20,850	83%	(850)
COMITY CERTIFICATES	30,000	300	29,400	600	98%	4,400
TOTAL REVENUE:	**1,338,250**	**87,400**	**1,234,275**	**103,975**	**92%**	**119,067**
DIRECT EXPENSES:						
DEPRECIATION	142,057	12,012	120,122	21,935	85%	(1,741)
STAFF MEMBERSHIP DUES	525	-	525	-	100%	(88)
MCLE BOARD EXPENSES	6,000	-	1,081	4,919	18%	3,919
STAFF TRAVEL/PARKING	50	-	-	50	0%	42
STAFF CONFERENCE & TRAINING	4,400	-	-	4,400	0%	3,667
TOTAL DIRECT EXPENSES:	**153,032**	**12,012**	**121,728**	**31,304**	**80%**	**5,799**
INDIRECT EXPENSES:						
SALARY EXPENSE (4.73 FTE)	407,360	29,809	348,093	59,267	85%	(8,627)
BENEFITS EXPENSE	124,032	10,543	109,796	14,236	89%	(6,436)
OTHER INDIRECT EXPENSE	162,876	8,666	112,041	50,835	69%	23,689
TOTAL INDIRECT EXPENSES:	**694,269**	**49,017**	**569,931**	**124,337**	**82%**	**8,626**
TOTAL ALL EXPENSES:	**847,301**	**61,029**	**691,659**	**155,641**	**82%**	**14,425**
NET INCOME (LOSS):	**490,949**	**26,371**	**542,616**	**(51,666)**	**111%**	**133,491**

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Washington State Bar Association

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For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
MEMBER SERVICES & ENGAGEMENT TEAM						
(LLB-MINI-MSE-NME)						
REVENUE:						
ROYALTIES	10,800	-	9,600	1,200	89%	600
NME PRODUCT SALES	120,000	4,614	108,989	11,011	91%	8,989
DIGITAL VIDEO SALES	25,000	2,450	26,607	(1,607)	106%	5,774
SPONSORSHIPS	11,500	-	11,000	500	96%	1,417
SEMINAR REGISTRATIONS	12,000	-	8,332	3,668	69%	(1,668)
TRIAL ADVOCACY PROGRAM	12,000	-	13,805	(1,805)	115%	3,805
TOTAL REVENUE:	**191,300**	**7,064**	**178,333**	**12,967**	**93%**	**18,916**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,500	1,122	1,618	1,882	46%	1,298
STAFF CONFERENCE & TRAINING	2,700	-	(25)	2,725	-1%	2,275
SMALL TOWN AND RURAL COMMITTEE	7,500	766	1,963	5,537	26%	4,287
PRINTING & COPYING	1,600	-	1,502	98	94%	(169)
DISABILITY ACCOMMODATIONS	2,000	-	-	2,000	0%	1,667
HONORARIUM	1,500	-	-	1,500	0%	1,250
SUBSCRIPTIONS	400	-	398	2	99%	(65)
NEW MEMBER LIAISON SECTION PROGRAM	1,300	-	565	735	43%	518
SMALL TOWN AND RURAL COMMITTEE OUTREACH AND ACTIVITIES	70,000	6,166	62,004	7,996	89%	(3,671)
ON24 OVERAGE CHARGE	4,500	-	4,422	78	98%	(672)
MEMBER ENGAGEMENT COUNCIL	500	-	137	363	27%	280
NEW MEMBER OUTREACH EVENTS	5,000	-	1,973	3,027	39%	2,194
SPEAKERS & PROGRAM DEVELOP	100	-	-	100	0%	83
WASHINGTON NEW MEMBERS COMMITTEE	15,000	3,371	12,203	2,797	81%	297
TRIAL ADVOCACY EXPENSES	3,200	-	2,473	727	77%	193
LAW LIBRARY DESKBOOK ACCESS	10,000	-	-	10,000	0%	8,333
LAW SCHOOL OUTREACH	500	-	66	434	13%	351
RECEPTION/FORUM EXPENSE	1,000	-	17	983	2%	816
STAFF MEMBERSHIP DUES	1,020	-	195	825	19%	655
LIBRARY MATERIALS/RESOURCES	4,000	11	357	3,643	9%	2,976
SPEAKERS & PROGRAM DEVELOPMENT	500	-	-	500	0%	417
AWARDS	1,000	-	72	928	7%	761
TOTAL DIRECT EXPENSES:	**136,820**	**11,436**	**89,941**	**46,879**	**66%**	**24,076**
INDIRECT EXPENSES:						
SALARY EXPENSE (4.73 FTE)	341,638	29,621	296,151	45,487	87%	(11,453)
BENEFITS EXPENSE	117,073	10,520	104,345	12,728	89%	(6,784)
OTHER INDIRECT EXPENSE	162,876	8,666	112,041	50,835	69%	23,689
TOTAL INDIRECT EXPENSES:	**621,588**	**48,807**	**512,537**	**109,050**	**82%**	**5,452**
TOTAL ALL EXPENSES:	**758,408**	**60,243**	**602,478**	**155,929**	**79%**	**29,528**
NET INCOME (LOSS):	**(567,108)**	**(53,179)**	**(424,145)**	**(142,962)**	**75%**	**48,444**

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
OFFICE OF THE EXECUTIVE DIRECTOR						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
LEADERSHIP TRAINING	20,000	4	15,963	4,037	80%	704
WASHINGTON LEADERSHIP INSTITUTE	100,000	-	100,000	-	100%	(16,667)
ED TRAVEL & OUTREACH	6,000	113	3,687	2,313	61%	1,313
STAFF TRAVEL/PARKING	2,000	198	1,980	20	99%	(313)
STAFF CONFERENCE & TRAINING	13,300	2,070	13,301	(1)	100%	(2,218)
STAFF MEMBERSHIP DUES	1,335	-	1,120	215	84%	(8)
TOTAL DIRECT EXPENSES:	**142,635**	**2,386**	**136,051**	**6,584**	**95%**	**(17,189)**
INDIRECT EXPENSES:						
SALARY EXPENSE (4.23 FTE)	643,856	53,627	552,812	91,044	86%	(16,265)
BENEFITS EXPENSE	142,505	13,200	131,795	10,710	92%	(13,041)
OTHER INDIRECT EXPENSE	145,659	7,756	100,286	45,373	69%	21,097
TOTAL INDIRECT EXPENSES:	**932,020**	**74,583**	**784,892**	**147,128**	**84%**	**(8,209)**
TOTAL ALL EXPENSES:	**1,074,655**	**76,969**	**920,944**	**153,711**	**86%**	**(25,398)**
NET INCOME (LOSS):	**(1,074,655)**	**(76,969)**	**(920,944)**	**(153,711)**	**86%**	**(25,398)**

Washington State Bar Association

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83% OF YEAR COMPLETE

OFFICE OF GENERAL COUNSEL

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
RECOVERY OF DISCIPLINE COSTS	-	-	1,000	(1,000)		1,000
TOTAL REVENUE:	**-**	**-**	**1,000**	**(1,000)**		**-**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,500	-	2,669	831	76%	247
STAFF MEMBERSHIP DUES	2,500	-	2,004	497	80%	80
COURT RULES COMMITTEE	1,000	-	-	1,000	0%	833
CUSTODIANSHIPS	5,000	-	301	4,699	6%	3,866
WILLS	1,000	-	-	1,000	0%	833
LITIGATION EXPENSES	1,000	-	-	1,000	0%	833
DISABILITY ACCOMMODATIONS	2,500	-	495	2,005	20%	1,589
STAFF CONFERENCE & TRAINING	10,250	-	5,705	4,545	56%	2,837
TOTAL DIRECT EXPENSES:	**26,750**	**-**	**11,173**	**15,577**	**42%**	**11,119**
INDIRECT EXPENSES:						
SALARY EXPENSE (6.12 FTE)	718,300	66,341	581,659	136,641	81%	16,924
BENEFITS EXPENSE	187,732	16,850	162,476	25,256	87%	(6,033)
OTHER INDIRECT EXPENSE	210,741	11,228	145,196	65,545	69%	30,421
TOTAL INDIRECT EXPENSES:	**1,116,772**	**94,419**	**889,331**	**227,442**	**80%**	**41,313**
TOTAL ALL EXPENSES:	**1,143,522**	**94,419**	**900,504**	**243,018**	**79%**	**52,431**
NET INCOME (LOSS):	**(1,143,522)**	**(94,419)**	**(899,504)**	**(244,018)**	**79%**	**53,431**

Washington State Bar Association

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For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

OFFICE OF GENERAL COUNSEL - DISCIPLINARY BOARD

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSE:						
STAFF MEMBERSHIP DUES	100	-	-	100	0%	83
DISCIPLINARY BOARD EXPENSES	3,000	-	127	2,873	4%	2,373
CHIEF HEARING OFFICER	41,200	3,333	33,330	7,870	81%	1,003
COURT REPORTERS	33,100	-	37,310	(4,210)	113%	(9,726)
HEARING OFFICER EXPENSES	4,000	18	366	3,634	9%	2,968
HEARING OFFICER TRAINING	1,000	-	1,298	(298)	130%	(465)
APPOINTED COUNSEL	50,645	4,235	42,210	8,435	83%	(6)
DISCIPLINARY SELECTION PANEL	1,000	-	-	1,000	0%	833
STAFF CONFERENCE & TRAINING	2,200	-	-	2,200	0%	1,833
TOTAL DIRECT EXPENSES:	**136,245**	**7,586**	**114,640**	**21,605**	**84%**	**(1,102)**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.30 FTE)	128,774	11,146	111,541	17,233	87%	(4,230)
BENEFITS EXPENSE	37,003	3,315	33,088	3,915	89%	(2,252)
OTHER INDIRECT EXPENSE	44,765	2,387	30,866	13,899	69%	6,438
TOTAL INDIRECT EXPENSES:	**210,543**	**16,849**	**175,496**	**35,047**	**83%**	**(44)**
TOTAL ALL EXPENSES:	**346,788**	**24,435**	**290,136**	**56,652**	**84%**	**(1,146)**
NET INCOME (LOSS):	**(346,788)**	**(24,435)**	**(290,136)**	**(56,652)**	**84%**	**(1,146)**

Washington State Bar Association

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83% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
PRACTICE OF LAW BOARD						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
PRACTICE OF LAW BOARD	16,000	-	1,758	14,242	11%	11,576
STAFF TRAVEL/PARKING	200	-	196	4	98%	(29)
TOTAL DIRECT EXPENSES:	**16,200**	**-**	**1,954**	**14,246**	**12%**	**11,546**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.55 FTE) **	63,145	6,278	53,522	9,622	85%	(902)
BENEFITS EXPENSE	16,771	1,301	14,320	2,451	85%	(344)
OTHER INDIRECT EXPENSE	18,939	1,012	13,086	5,853	69%	2,697
TOTAL INDIRECT EXPENSES:	**98,855**	**8,592**	**80,928**	**17,927**	**82%**	**1,451**
TOTAL ALL EXPENSES:	**115,055**	**8,592**	**82,881**	**32,173**	**72%**	**12,997**
NET INCOME (LOSS):	**(115,055)**	**(8,592)**	**(82,881)**	**(32,173)**	**72%**	**12,997**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

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83% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
PUBLIC SERVICE PROGRAMS						
REVENUE:						
DONATIONS & GRANTS	132,635	-	132,639	(4)	100%	22,110
TOTAL REVENUE:	**132,635**	**-**	**132,639**	**(4)**	**100%**	**22,110**
DIRECT EXPENSES:						
DONATIONS/SPONSORSHIPS/GRANTS	-	-	(5,178)	5,178		5,178
STAFF TRAVEL/PARKING	2,000	-	66	1,934	3%	1,601
PRO BONO & PUBLIC SERVICE COMMITTEE	3,500	-	2,851	649	81%	66
STAFF CONFERENCE & TRAINING	3,200	-	669	2,531	21%	1,997
PRO BONO PROMOTION	4,000	232	232	3,768	6%	3,102
TOTAL DIRECT EXPENSES:	**12,700**	**232**	**(1,361)**	**14,061**	**-11%**	**11,944**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.10 FTE) **	187,614	15,475	144,345	43,269	77%	12,000
BENEFITS EXPENSE	50,197	4,989	46,949	3,248	94%	(5,118)
OTHER INDIRECT EXPENSE	72,313	3,840	46,742	25,571	65%	13,519
TOTAL INDIRECT EXPENSES:	**310,124**	**24,304**	**238,035**	**72,089**	**77%**	**20,401**
TOTAL ALL EXPENSES:	**322,824**	**24,536**	**236,675**	**86,149**	**73%**	**32,345**
NET INCOME (LOSS):	**(190,189)**	**(24,536)**	**(104,036)**	**(86,153)**	**55%**	**54,455**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

PUBLICATION & DESIGN SERVICES

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
SUBSCRIPTIONS	200	-	-	200	0%	167
IMAGE LIBRARY	4,800	-	4,756	44	99%	(756)
TOTAL DIRECT EXPENSES:	**5,000**	**-**	**4,756**	**244**	**95%**	**(589)**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.89 FTE)	70,644	5,996	60,008	10,636	85%	(1,138)
BENEFITS EXPENSE	22,914	2,044	20,348	2,567	89%	(1,252)
OTHER INDIRECT EXPENSE	30,647	1,636	21,145	9,502	69%	4,394
TOTAL INDIRECT EXPENSES:	**124,205**	**9,676**	**101,500**	**22,705**	**82%**	**2,004**
TOTAL ALL EXPENSES:	**129,205**	**9,676**	**106,256**	**22,948**	**82%**	**1,414**
NET INCOME (LOSS):	**(129,205)**	**(9,676)**	**(106,256)**	**(22,948)**	**82%**	**1,414**

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

REGULATORY SERVICES FTE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF MEMBERSHIP DUES	490	-	490	-	100%	(82)
STAFF CONFERENCE & TRAINING	11,500	-	834	10,666	7%	8,749
STAFF TRAVEL/PARKING	600	19	235	365	39%	265
TOTAL DIRECT EXPENSES:	**12,590**	**19**	**1,559**	**11,031**	**12%**	**9,014**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.00 FTE) **	288,255	23,429	233,791	54,465	81%	6,422
BENEFITS EXPENSE	68,347	5,842	58,793	9,554	86%	(1,837)
OTHER INDIRECT EXPENSE	68,870	3,660	47,317	21,553	69%	10,075
TOTAL INDIRECT EXPENSES:	**425,472**	**32,931**	**339,900**	**85,572**	**80%**	**14,660**
TOTAL ALL EXPENSES:	**438,062**	**32,950**	**341,459**	**96,603**	**78%**	**23,674**
NET INCOME (LOSS):	**(438,062)**	**(32,950)**	**(341,459)**	**(96,603)**	**78%**	**23,592**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

REGULATORY REFORM

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CONSULTING SERVICES	25,000	-	8,828	16,172	35%	12,005
OUTREACH EXPENSES	10,000	-	-	10,000	0%	8,333
MEETING EXPENSE	2,000	-	-	2,000	0%	1,667
SOFTWARE HOSTING	20,000	-	-	20,000	0%	16,667
TOTAL DIRECT EXPENSES:	**57,000**	**-**	**8,828**	**48,172**	**15%**	**-**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.85 FTE) **	110,346	9,439	95,625	14,721	87%	(3,670)
BENEFITS EXPENSE	27,639	2,462	24,456	3,183	88%	(1,424)
OTHER INDIRECT EXPENSE	29,270	1,555	20,108	9,162	69%	4,284
TOTAL INDIRECT EXPENSES:	**167,255**	**13,456**	**140,189**	**27,066**	**84%**	**(810)**
TOTAL ALL EXPENSES:	**224,255**	**13,456**	**149,017**	**75,238**	**66%**	**(810)**
NET INCOME (LOSS):	**(224,255)**	**(13,456)**	**(149,017)**	**(75,238)**	**66%**	**37,862**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

SECTIONS ADMINISTRATION

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
REIMBURSEMENTS FROM SECTIONS	275,000	750	395,784	(120,784)	144%	166,618
TOTAL REVENUE:	**275,000**	**750**	**395,784**	**(120,784)**	**144%**	**166,618**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	1,900	-	336	1,564	18%	1,247
SECTION/COMMITTEE CHAIR MTGS	500	-	148	352	30%	269
TOTAL DIRECT EXPENSES:	**2,400**	**-**	**484**	**1,916**	**20%**	**1,516**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.53 FTE)	174,309	14,835	149,292	25,016	86%	(4,035)
BENEFITS EXPENSE	61,514	5,494	54,638	6,876	89%	(3,377)
OTHER INDIRECT EXPENSE	87,120	4,643	60,030	27,090	69%	12,570
TOTAL INDIRECT EXPENSES:	**322,943**	**24,971**	**263,961**	**58,982**	**82%**	**5,158**
TOTAL ALL EXPENSES:	**325,343**	**24,971**	**264,445**	**60,898**	**81%**	**6,674**
NET INCOME (LOSS):	**(50,343)**	**(24,221)**	**131,339**	**(181,682)**	**-261%**	**173,292**

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

SECTIONS OPERATIONS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
SECTION DUES	451,143	1,290	638,063	(186,920)	141%	262,111
SEMINAR PROFIT SHARE	157,850	-	1,498	156,352	1%	(130,044)
PUBLICATIONS REVENUE	1,250	388	710	540	57%	(332)
OTHER	43,073	295	32,935	10,138	76%	(2,959)
TOTAL REVENUE:	**653,316**	**1,973**	**673,206**	**(19,890)**	**103%**	**128,776**
DIRECT EXPENSES:						
DIRECT EXPENSES OF SECTION ACTIVITIES	810,582	39,055	362,165	448,417	45%	313,320
REIMBURSEMENT TO WSBA FOR INDIRECT EXPENSES	280,540	750	395,784	(115,245)	141%	(162,001)
TOTAL DIRECT EXPENSES:	**1,091,122**	**39,805**	**757,949**	**333,173**	**69%**	**151,319**
NET INCOME (LOSS):	**(437,806)**	**(37,832)**	**(84,743)**	**(353,063)**	**19%**	**280,095**

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

TECHNOLOGY

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CONSULTING SERVICES	1,019,797	67,687	629,346	390,451	62%	220,485
STAFF TRAVEL/PARKING	1,000	-	301	699	30%	532
STAFF MEMBERSHIP DUES	410	-	-	410	0%	342
TELEPHONE	90,000	15,781	83,182	6,818	92%	(8,182)
COMPUTER HARDWARE	65,000	1,248	46,109	18,891	71%	8,057
COMPUTER SOFTWARE	518,000	1,971	298,294	219,706	58%	133,372
HARDWARE SERVICE & WARRANTIES	50,000	-	16,380	33,620	33%	25,287
SOFTWARE MAINTENANCE & LICENSING	470,000	3,055	429,379	40,621	91%	(37,713)
THIRD PARTY SERVICES	177,600	3,776	118,827	58,773	67%	29,173
CLOUD INFRASTRUCTURE	130,000	5,505	47,778	82,222	37%	60,555
STAFF CONFERENCE & TRAINING	6,000	-	-	6,000	0%	5,000
TRANSFER TO INDIRECT EXPENSES	(2,527,807)	(99,023)	(1,669,596)	(858,211)	66%	(436,910)
TOTAL DIRECT EXPENSES:	-	-	-	-		-
INDIRECT EXPENSES:						
SALARY EXPENSE (5.00 FTE)	629,276	50,299	577,178	52,098	92%	(52,781)
BENEFITS EXPENSE	158,341	13,773	149,977	8,364	95%	(18,026)
CAPITAL LABOR & OVERHEAD	-	-	(23,920)	23,920		(23,920)
OTHER INDIRECT EXPENSE	172,174	9,157	118,399	53,775	69%	25,080
TOTAL INDIRECT EXPENSES:	**959,791**	**73,229**	**821,634**	**138,157**	**86%**	**(69,647)**
TOTAL ALL EXPENSES:	**959,791**	**73,229**	**821,634**	**138,157**	**86%**	**(69,647)**
NET INCOME (LOSS):	**(959,791)**	**(73,229)**	**(821,634)**	**(138,157)**	**86%**	**(21,808)**

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

VOLUNTEER ENGAGEMENT

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
POSTAGE	600	-	-	600	0%	500
STAFF MEMBERSHIP DUES	385	-	424	(39)	110%	(103)
STAFF CONFERENCE & TRAINING	4,500	-	2,953	1,547	66%	797
SUBSCRIPTIONS	816	-	744	72	91%	(64)
VOLUNTEER RECOGNITION	2,000	-	2,030	(30)	102%	(363)
REGULATORY SCHOOL	10,000	-	5,967	4,033	60%	2,366
ABA DELEGATES	18,000	-	6,876	11,124	38%	8,124
TOTAL DIRECT EXPENSES:	**36,301**	**-**	**18,995**	**17,306**	**52%**	**11,256**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.70 FTE)	149,220	12,548	124,347	24,873	83%	3
BENEFITS EXPENSE	45,777	4,050	40,427	5,350	88%	(2,280)
OTHER INDIRECT EXPENSE	58,539	3,109	40,216	18,323	69%	8,567
TOTAL INDIRECT EXPENSES:	**253,536**	**19,708**	**204,990**	**48,546**	**81%**	**6,290**
TOTAL ALL EXPENSES:	**289,837**	**19,708**	**223,985**	**65,852**	**77%**	**6,290**
NET INCOME (LOSS):	**(289,837)**	**(19,708)**	**(223,985)**	**(65,852)**	**77%**	**17,546**

Washington State Bar Association

Statement of Activities
For the Period from July 01, 2026 to July 31, 2026
83% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
INDIRECT EXPENSES:						
SALARIES	14,130,725	1,147,769	11,749,398	2,381,327	83%	26,206
TEMPORARY SALARIES	212,850	39,137	184,382	28,468	87%	(7,007)
CAPITAL LABOR & OVERHEAD	-	-	(23,920)	23,920		23,920
ALLOWANCE FOR OPEN POSITIONS	(200,000)	-	-	(200,000)	0%	(166,667)
EMPLOYEE ASSISTANCE PLAN	4,800	-	2,400	2,400	50%	1,600
EMPLOYEE SERVICE AWARDS	2,260	230	1,258	1,002	56%	625
FICA (EMPLOYER PORTION)	1,067,890	86,987	872,892	194,998	82%	17,016
L&I INSURANCE	65,406	-	44,196	21,210	68%	10,309
WA STATE FAMILY MEDICAL LEAVE (EMPLOYER PO	38,961	3,755	35,480	3,481	91%	(3,013)
MEDICAL (EMPLOYER PORTION)	1,959,293	190,470	1,853,861	105,432	95%	(221,117)
RETIREMENT (EMPLOYER PORTION)	778,534	63,970	646,062	132,472	83%	2,716
TRANSPORTATION ALLOWANCE	25,944	302	27,293	(1,349)	105%	(5,673)
UNEMPLOYMENT INSURANCE	73,419	6,916	70,492	2,927	96%	(9,310)
TOTAL SALARY & BENEFITS EXPENSE:	**18,160,082**	**1,539,537**	**15,463,794**	**2,696,288**	**85%**	**(330,393)**
WORKPLACE BENEFITS	60,150	1,286	20,111	40,039	33%	30,014
HUMAN RESOURCES POOLED EXP	115,700	7,412	69,140	46,560	60%	27,277
MEETING SUPPORT EXPENSES	9,950	633	6,996	2,954	70%	1,296
RENT	923,055	75,620	793,194	129,861	86%	(23,982)
PERSONAL PROP TAXES-WSBA	6,500	514	5,457	1,043	84%	(40)
FURNITURE, MAINT, LH IMP	48,450	3,918	25,951	22,499	54%	14,424
SAFETY & SECURITY	10,420	-	1,678	8,742	16%	7,005
OFFICE SUPPLIES & EQUIPMENT	19,635	946	11,930	7,705	61%	4,433
FURN, LH IMP, & OFFICE EQUIP DEPRECIATION	224,084	18,030	185,290	38,795	83%	1,447
COMPUTER HARDWARE DEPRECIATION	47,971	5,565	45,345	2,626	95%	(5,369)
COMPUTER SOFTWARE DEPRECIATION	36,319	2,606	31,612	4,707	87%	(1,346)
INSURANCE	273,491	22,171	221,711	51,780	81%	6,198
WORK HOME FURNITURE & EQUIP	10,500	171	2,634	7,866	25%	6,116
PROFESSIONAL FEES-AUDIT	43,500	-	41,695	1,805	96%	(5,445)
PROFESSIONAL FEES-LEGAL	250,000	1,316	48,526	201,474	19%	159,807
ONLINE LEGAL RESEARCH	89,000	6,511	71,269	17,731	80%	2,898
ACCOMODATIONS FUND	6,500	-	-	6,500	0%	5,417
TRANSLATION SERVICES	25,000	2,472	15,094	9,906	60%	5,739
TELEPHONE & INTERNET	33,600	2,650	26,840	6,760	80%	1,160
POSTAGE - GENERAL	12,000	520	6,495	5,505	54%	3,505
RECORDS MANAGEMENT	7,500	-	-	7,500	0%	6,250
BANK FEES	27,000	1,694	15,397	11,603	57%	7,103
PRODUCTION MAINTENANCE & SUPPLIES	13,250	3,307	9,886	3,364	75%	1,155
COMPUTER POOLED EXPENSES	2,527,807	98,956	1,668,974	858,833	66%	437,531
TOTAL OTHER INDIRECT EXPENSES:	**4,821,383**	**256,299**	**3,325,225**	**1,496,158**	**69%**	**692,594**
TOTAL INDIRECT EXPENSES:	**22,981,465**	**1,795,836**	**18,789,020**	**4,192,445**	**82%**	**362,201**

Washington State Bar Association

Statement of Activities

For the Period from July 01, 2026 to July 31, 2026

83% OF YEAR COMPLETE

SUMMARY PAGE	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE
ACCESS TO JUSTICE	(369,448)	(20,259)	(248,844)	(120,604)
ADMISSIONS/BAR EXAM	(70,382)	(65,097)	634,524	(704,907)
ADVANCEMENT FTE	(322,209)	(25,323)	(264,368)	(57,841)
BAR NEWS	(184,871)	(54,284)	(149,511)	(35,360)
BENCH BAR PRESS	-	-	(75)	75
BOARD OF GOVERNORS	(659,550)	(95,179)	(522,064)	(137,485)
CONFERENCE & BROADCAST SERVICES	(83,138)	(6,426)	(68,755)	(14,383)
CHARACTER & FITNESS BOARD	(183,031)	(16,625)	(148,458)	(34,573)
CLE - PRODUCTS	651,708	97,386	569,301	82,407
CLE - SEMINARS	(521,923)	(29,145)	(436,698)	(85,225)
CLIENT PROTECTION FUND	244,100	(1,850)	702,804	(458,704)
COMMUNICATIONS	(927,116)	(74,319)	(779,553)	(147,563)
COMMUNICATIONS FTE	(257,458)	(20,593)	(211,537)	(45,921)
DESKBOOKS	(261,267)	8,937	(181,845)	(79,423)
DISCIPLINE	(6,714,684)	(443,724)	(5,253,924)	(1,460,760)
DIVERSITY	(263,146)	(28,452)	(143,317)	(119,829)
ENTITY REGULATION	(67,555)	(10,103)	(79,467)	11,912
FACILITIES & OPERATIONS	(749,267)	(60,018)	(630,279)	(118,988)
FINANCE	(630,173)	(21,229)	(353,251)	(276,922)
FOUNDATION	(194,625)	(14,008)	(152,506)	(42,119)
HUMAN RESOURCES	(540,066)	(54,225)	(556,488)	16,422
LAW CLERK PROGRAM	(20,825)	(15,375)	81,286	(102,111)
LEGISLATIVE	(295,591)	(21,196)	(222,556)	(73,035)
LEGAL LUNCHBOX	(34,025)	(2,217)	(17,771)	(16,253)
LICENSE FEES	17,652,266	1,444,966	14,864,449	2,787,817
LICENSING AND MEMBERSHIP	(336,145)	(4,095)	(123,570)	(212,575)
LIMITED LICENSE LEGAL TECHNICIAN	(61,045)	(4,787)	(43,871)	(17,174)
LIMITED PRACTICE OFFICERS	56,640	3,479	61,679	(5,039)
MANDATORY CLE ADMINISTRATION	490,949	26,371	542,616	(51,666)
MEMBER WELLNESS PROGRAM	(247,030)	(10,003)	(185,099)	(61,931)
MINI CLE	(134,341)	(10,487)	(109,579)	(24,762)
MEMBER SERVICES & ENGAGEMENT	(418,764)	(35,900)	(328,026)	(90,738)
NEW MEMBER EDUCATION	20,022	(4,575)	31,230	(11,209)
OFFICE OF GENERAL COUNSEL	(1,143,522)	(94,419)	(899,504)	(244,018)
OFFICE OF THE EXECUTIVE DIRECTOR	(1,074,655)	(76,969)	(920,944)	(153,711)
OGC-DISCIPLINARY BOARD	(346,788)	(24,435)	(290,136)	(56,652)
PRACTICE OF LAW BOARD	(115,055)	(8,592)	(82,881)	(32,173)
PRACTICE MANAGEMENT ASSISTANCE	(186,220)	(6,298)	(138,688)	(47,532)
PROFESSIONAL RESPONSIBILITY PROGRAM	(224,777)	(17,105)	(178,433)	(46,344)
PUBLIC SERVICE PROGRAMS	(190,189)	(24,536)	(104,036)	(86,153)
PUBLICATION & DESIGN SERVICES	(129,205)	(9,676)	(106,256)	(22,948)
REGULATORY SERVICES FTE	(438,062)	(32,950)	(341,459)	(96,603)
REGULATORY REFORM	(224,255)	(13,456)	(149,017)	(75,238)
SECTIONS ADMINISTRATION	(50,343)	(24,221)	131,339	(181,682)
SECTIONS OPERATIONS	(437,806)	(37,832)	(84,743)	(353,063)
TECHNOLOGY	(959,791)	(73,229)	(821,634)	(138,157)
VOLUNTEER EDUCATION	(289,837)	(19,708)	(223,985)	(65,852)
INDIRECT EXPENSES	22,981,465	1,795,836	18,789,020	4,192,445
TOTAL OF ALL	**(21,738,972)**	**(1,764,056)**	**(20,855,120)**	**(883,852)**
NET INCOME (LOSS)	**(1,242,493)**	**(31,780)**	**2,066,100**	**(3,308,593)**

Washington State Bar Association
Section Budget Comparison

SLAMP	LEGAL ASSISTANCE TO MILITARY PERSONNEL SECTION		FY2025 Budget	FY2026 Budget	FY25 vs FY26 Comparison	% Change	FY2024 Actuals YTD	FY2025 Actuals YTD
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		1,123	-
	41805	MINI-CLE REVENUE	320	320	-	0%	264	-
	48200	SECTION DUES REVENUE	1,969	1,969	-	0%	2,365	2,065
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	667	659	(8)	-1%	-	788
		TOTAL SECTION DUES REVENUE	**2,636**	**2,628**	**(8)**	**-1%**	**2,365**	**2,853**
	TOTAL REVENUE		**2,956**	**2,948**	**(8)**	**0%**	**3,752**	**2,853**
DIRECT EXPENSES:								
	50165	CONFERENCE CALLS	10	10	-	0%	-	-
	58300	EXECUTIVE COMMITTEE EXPENSES	70	70	-	0%	-	777
	58400	PER MEMBER CHARGE	1,038	1,055	17	2%	1,250	1,089
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	352	347	(4)	-1%	-	417
		TOTAL PER MEMBER CHARGE	**1,390**	**1,402**	**13**	**0%**	**1,250**	**1,505**
	58525	SCHOLARSHIPS/DONATIONS/GRANT	-	-	-		5,000	-
	58620	MINI-CLE EXPENSE	310	310	-	0%	112	-
	TOTAL DIRECT EXPENSES		**1,780**	**1,792**	**13**	**1%**	**6,362**	**2,282**
	NET INCOME (LOSS):		**1,176**	**1,156**	**(21)**	**-2%**	**(2,610)**	**572**
	NEW FUND BALANCE:		**21,094**	**22,250**	**(21)**	**0%**	**19,918**	**20,490**

Washington State Bar Association

Statement of Activities

For the Period from December 01, 2025 to December 31, 2025

25% OF YEAR COMPLETE

LEGAL ASSISTANCE TO MILITARY PERSONNEL SECTION

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
REVENUE:					
SECTION DUES REVENUE	1,968.75	-	70.00	1,898.75	
FISCAL/MEMBERSHIP YEAR ADJUSTMENT**	658.98	-	713.37	(54.39)	
TOTAL SECTION DUES REVENUE	2,627.73	-	783.37	1,844.36	29.81%
MINI-CLE REVENUE	320.00	-	462.00	(142.00)	144.38%
TOTAL REVENUE:	**2,947.73**	**-**	**1,245.37**	**1,702.36**	**42.25%**
DIRECT EXPENSES:					
CONFERENCE CALLS	10.00	-	-	10.00	0.00%
PER MEMBER CHARGE	1,054.69	-	37.50	1,017.19	
FISCAL/MEMBERSHIP YEAR ADJUSTMENT**	347.38	-	376.32	(28.94)	
TOTAL PER MEMBER CHARGE	1,402.07	-	413.82	988.25	29.51%
MINI-CLE EXPENSE	310.00	-	112.00	198.00	36.13%
EXECUTIVE COMMITTEE EXPENSES	70.00	-	-	70.00	0.00%
TOTAL DIRECT EXPENSES:	**1,792.07**	**-**	**525.82**	**1,266.25**	**29.34%**
NET INCOME:	**1,155.66**	**-**	**719.55**		
FUND BALANCE AS OF 9/30/25:	21,022.06		21,022.06		
NEW FUND BALANCE:	**22,177.72**		**21,741.61**		

**As a reminder, a yearly accounting adjustment is made to section financials each Sept. and Oct. as it pertains to section dues revenue and the per-member charge expense lines to align section membership with the fiscal year.

LAMP Section Membership Numbers:

Year	Voting Members	All members
12/31/2018	77	100
12/31/2019	64	84
12/31/2020	62	70
12/31/2021	69	79
12/31/2022	77	81
12/31/2023	69	76
12/31/2024	64	66
12/31/2025	59	62

LCPS Section Membership Numbers:

Year	Voting Members	All Members
12/31/2018	61	73
12/31/2019	91	107
12/31/2020	96	108
12/31/2021	81	94
12/31/2022	68	72
12/31/2023	78	82
12/31/2024	60	65
12/31/2025	62	67

Legal Assistance to Military Personnel Section Executive Committee History

Term	Position	Vacant at start of term	Name	Notes
2018-2019	Chair	☐	Eric McDonald	
2018-2019	Vice Chair	☐	Stephen Carpenter	
2018-2019	Immediate Past Chair	☐	Sharon Powell	
2018-2019	Secretary-Treasurer	☐	Paul Apple	
2018-2019	Historian	☐	Daniel Russ	
2018-2019	Legislative Committee Chair	☐	Jeff Coats	
2018-2019	Strategic Planning Committee (nonvoting)	☐	Adam Torem	
2018-2019	Strategic Planning Committee (nonvoting)	☐	Kenyon Luce	
2018-2019	Strategic Planning Committee (nonvoting)	☐	Alexander Straub	
2018-2019	Strategic Planning Committee (nonvoting)	☐	Jon Bridge	
2019-2020	Chair	☐	Eric McDonald	
2019-2020	Vice Chair	☐	Stephen Carpenter	
2019-2020	Immediate Past Chair	☐	Sharon Powell	
2019-2020	Secretary-Treasurer	☐	Paul Apple	
2019-2020	Historian	☐	Daniel Russ	
2019-2020	Legislative Committee Chair	☐	Jeff Coats	
2019-2020	Strategic Planning Committee (nonvoting)	☐	Kenyon Luce	
2019-2020	Strategic Planning Committee (nonvoting)	☐	Craig Allen	
2019-2020	Strategic Planning Committee (nonvoting)	☐	Alexander Straub	
2019-2020	Strategic Planning Committee (nonvoting)	☐	Jon Bridge	
2020-2021	Chair	☐	Stephen Carpenter	
2020-2021	Vice Chair	☐	Paul Apple	
2020-2021	Immediate Past Chair	☐	Eric McDonald	
2020-2021	Secretary-Treasurer	☐	Eric McDonald	
2020-2021	Historian	☐	Daniel Russ	
2020-2021	Legislative Committee Chair	☐	Jeff Coats	
2020-2021	Strategic Planning Committee (nonvoting)	☐	Sharon Powell	
2020-2021	Strategic Planning Committee (nonvoting)	☐	Alexander Straub	

2020-2021	Strategic Planning Committee (nonvoting)	☐	Jon Bridge	
2021-2022	Chair	☐	Stephen Carpenter	
2021-2022	Vice Chair	☐	Paul Apple	
2021-2022	Immediate Past Chair	☐	Eric McDonald	
2021-2022	Secretary-Treasurer	☐	Eric McDonald	
2021-2022	Historian	☐	Daniel Russ	
2021-2022	Legislative Committee Chair	☐	Jeff Coats	
2021-2022	Strategic Planning Committee (nonvoting)	☐	Sharon Powell	
2021-2022	Strategic Planning Committee (nonvoting)	☐	Alexander Straub	
2021-2022	Strategic Planning Committee (nonvoting)	☐	Jon Bridge	
2022-2023	Chair	☐	Paul Apple	
2022-2023	Vice Chair	☐	Stephen Carpenter	
2022-2023	Immediate Past Chair	☐	Stephen Carpenter	
2022-2023	Secretary-Treasurer	☐	Eric McDonald	
2022-2023	Historian	☐	Daniel Russ	
2022-2023	Legislative Committee Chair	☐	Jeff Coats	
2022-2023	Strategic Planning Committee (nonvoting)	☐	Sharon Powell	
2022-2023	Strategic Planning Committee (nonvoting)	☐	Alexander Straub	
2022-2023	Strategic Planning Committee (nonvoting)	☐	Jon Bridge	
2023-2024	Chair	☐	Paul Apple	
2023-2024	Vice Chair	☐	Stephen Carpenter	
2023-2024	Immediate Past Chair	☐	Stephen Carpenter	
2023-2024	Secretary-Treasurer	☐	Eric McDonald	
2023-2024	Historian	☐	Daniel Russ	
2023-2024	Legislative Committee Chair	☐	Jeff Coats	
2023-2024	Strategic Planning Committee (nonvoting)	☐	Sharon Powell	
2023-2024	Strategic Planning Committee (nonvoting)	☐	Alexander Straub	
2023-2024	Strategic Planning Committee (nonvoting)	☐	Jon Bridge	
2024-2025	Chair	☑	Stephen Carpenter	appointed 10/24
2024-2025	Vice Chair	☑	Sean Mangan	appointed 6/25
2024-2025	Immediate Past Chair	☐	Paul Apple	
2024-2025	Secretary-Treasurer	☑	Eric McDonald	appointed 10/24

2024-2025	Historian	☐	Daniel Russ	
2024-2025	Legislative Committee Chair	☐	Brian Chinchar	
2024-2025	Strategic Planning Committee (nonvoting)	☐	Sharon Powell	
2024-2025	Strategic Planning Committee (nonvoting)	☐	Jon Bridge	
2025-2026	Chair	☐	Stephen Carpenter	
2025-2026	Vice Chair	☐	Sean Mangan	
2025-2026	Immediate Past Chair	☐	Paul Apple	
2025-2026	Secretary-Treasurer	☐	Eric McDonald	
2025-2026	Historian	☐	Daniel Russ	
2025-2026	Legislative Committee Chair	☐	Brian Chinchar	
2025-2026	Strategic Planning Committee (nonvoting)	☐	Sharon Powell	
2025-2026	Strategic Planning Committee (nonvoting)	☐	Jon Bridge	

WASHINGTON STATE
BAR ASSOCIATION

WSBA SECTION ANNUAL REPORT

FY 2025: October 1, 2024 – September 30, 2025

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2024 – September 30, 2025. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, October 17: please submit by emailing to Carolyn MacGregor (carolynm@wsba.org).

Name of Section:	LEGAL ASSISTANCE TO MILITARY PERSONNEL (LAMP)
Chair or Co-Chairs:	Chair: Stephen Carpenter, Past Chair: Paul Apple
Staff Liaison: *(include name, job title, and department if known)*	Carolyn MacGregor, Sections Program Specialist, Advancement Department
Board of Governors Liaison:	Christopher Bhang
Purpose: *May be stated in Bylaws, Charter, Court Rule, etc.*	
LAMP addresses matters related to the rendition of appropriate and efficient legal service to members of the armed forces of the United States.	
Strategy to Fulfill Purpose:	
Promoting the objectives of the WSBA with respect to military affairs. Establishing liaison between the WSBA, the Armed Forces of the United States, and federal, state, and local government agencies involved in military and veteran affairs to better serve the legal needs of the servicemembers and their dependents. Providing information to licensed legal professionals, both active duty and reserve. Encouraging continuing legal education to foster the ability to provide legal representation to military personnel, veterans and their dependents within the state of Washington	

How does the section's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?	
Washington State is home to a large military community that is continually seeking legal guidance on significant assortment of legal issues. This community is composed of Veterans, Active Duty and Reserve Servicemembers and their dependents.	
Top 2024-2025 Section Accomplishments:	
Published articles on military areas of interest termed, "Chair`s Corner"	
Held Mini-CLE on Haditha Investigation (1.0 approved credit)	
Paul Apple Attended Charity Event for Veterans in Eastern Washington	
Click or tap here to enter text.	
Next Fiscal Year: 2025-2026 Top SMART Goals & Priorities: *Tip: SMART Goals are: Specific Measurable, Relevant and Time-Bound* *Use this worksheet (under 'Leadership') to develop your SMART goals and then summarize below in 1-2 sentences.*	
1	Increase our membership and CLE participation
2	Click or tap here to enter text.
3	Click or tap here to enter text.
Looking Ahead: *Please share any long-term goals and/or priorities that your entity aims to address.*	
1	Partner with the ATG Military Liaison office to connect other organizations to the community with Legal Help in the form of: Pro Bono Volunteers,Legal Aid Programs, Self-help Materials, Programs in Other States.
2	Click or tap here to enter text.
3	Click or tap here to enter text.
Please describe how this entity is addressing diversity, equity, and inclusion: *How have you elicited input from a variety of perspectives in decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive and eventually lead in the profession? Other?*	
Click or tap here to enter text.	
Please share feedback regarding the support and engagement provided by WSBA staff and leadership *For example:* • *Quality of WSBA staff support/services, including technology solutions* • *Involvement with Board of Governors, including assigned BOG liaison* • *Ideas you have on ways WSBA can continue to strengthen/support your entity.*	

Click or tap here to enter text.	
Please quantify your section's 2024-2025 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	
Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity.
Click or tap here to enter text.	Receptions/forums hosted or co-hosted
Click or tap here to enter text.	$ amount given through donations/scholarships/grants.
Click or tap here to enter text.	Newsletters/publications produced
Click or tap here to enter text.	Mini-CLEs produced
Click or tap here to enter text.	New Lawyer Outreach events/benefits
Click or tap here to enter text.	Recognitions/Awards given
Click or tap here to enter text.	Legislative activity (Bills reviewed, tracked, proposed)
Click or tap here to enter text.	Other (please describe):
Click or tap here to enter text.	Other (please describe):

SECTION DATA ***To Be Completed by WSBA Sections Team***		
Section Membership Information:	60	**Membership Size**: *As of September 30, 2025.*
	$2140.09	**FY25 Revenue ($):** *As of September 30, 2025.*
	$776.57	**FY25 Direct Expenses ($)** *As of September 30, 2025. This does not include the Per-Member-Charge.*

Section Executive Committee Information:	6 voting/0 non-voting	**Full Size of Executive Committee (per Section bylaws)**: *Include and specify voting and non-voting positions.*
	0	**Number of Vacancies for FY26:** *The number of vacant positions as of October 1, 2025 (FY26).*
	3	**Number of Applicants for FY26 open positions**: *Applications submitted in the Spring of 2025 for vacant positions and terms beginning October 1, 2025 (FY26)*

WASHINGTON STATE BAR ASSOCIATION

WSBA SECTION ANNUAL REPORT

FY 2024: October 1, 2023 – September 30, 2024

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2023 – September 30, 2024. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, October 11: please submit by emailing to Carolyn MacGregor (carolynm@wsba.org).

Name of Section:	LEGAL ASSISTANCE OF MILITARY PERSONNEL (LAMP)
Chair or Co-Chairs:	Chair: Stephen Carpenter, Past Chair: Paul Apple
Staff Liaison: *(include name, job title, and department if known)*	Carolyn MacGregor, Sections Program Specialist, Advancement Department
Board of Governors Liaison:	Todd Bloom
Purpose: *May be stated in Bylaws, Charter, Court Rule, etc.*	
LAMP addresses matters related to the rendition of appropriate and efficient legal service to members of the armed forces of the United States.	
Strategy to Fulfill Purpose:	
Promoting the objectives of the WSBA with respect to military affairs. Establishing liaison between the WSBA, the Armed Forces of the United States, and federal, state, and local government agencies involved in military and veteran affairs to better serve the legal needs of the servicemembers and their dependents. Providing information to licensed legal professionals, both active duty and reserve. Encouraging continuing legal education to foster the ability to provide legal representation to military personnel, veterans and their dependents within the state of Washington	

How does the section's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?	
Washington State is home to a large military community that is continually seeking legal guidance on significant assortment of legal issues. This community is composed of Veterans, Active Duty and Reserve Servicemembers and their dependents.	
Top 2023 -2024 Section Accomplishments:	
LAMP maintains a Facebook and LinkedIN social media presence; LAMP members presented CLE materials regarding: 1) the Military Discharge Upgrade Process for Gay Service Members discharged under Don't Ask, Don't Tell policy. And 2) The Current and Future Policy changes affecting current Military LGBTQ Service Members, as part of the WSBA LGBTQ Section's CLE Defending Gay Service Members presentation. In addition LAMP presented its own CLE regarding The New Hybrid Military Justice Reforms in 2024.	
Next Fiscal Year: 2024-2025 Top SMART Goals & Priorities: *Tip: SMART Goals are: Specific Measurable, Relevant and Time-Bound* *Use this worksheet (under 'Leadership') to develop your SMART goals and then summarize below in 1-2 sentences.*	
1	**Increase our membership and CLE participation**
2	**Join resources with the WA AG's Office of Military and Veteran Legal Assistance and the Washington Veterans Bar Association**
3	
Looking Ahead: *Please share any long-term goals and/or priorities that your entity aims to address.*	
1	**Partner with the ATG Military Liaison office to connect other organizations to the community with Legal Help in the form of: Pro Bono Volunteers, Legal Aid Programs, Self-help Materials, Programs in Other States.**
2	
3	
Please describe how this entity is addressing diversity, equity, and inclusion: *How have you elicited input from a variety of perspectives in decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive and eventually lead in the profession? Other?*	
Please share feedback regarding the support and engagement provided by WSBA. *For example:* • *Quality of WSBA staff support/services, including technology solutions* • *Involvement with Board of Governors, including assigned BOG liaison*	

• *Ideas you have on ways WSBA can continue to strengthen/support your entity.*	
Please quantify your section's 2023-2024 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	
	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity.
	Receptions/forums hosted or co-hosted
5000	$ amount given through donations/scholarships/grants.
	Newsletters/publications produced
1	Mini-CLEs produced
	New Lawyer Outreach events/benefits
	Recognitions/Awards given
	Other (please describe):

SECTION DATA ***To Be Completed by WSBA Sections Team***			
Section Membership Information:	66		**Membership Size**: *(As of September 30, 2024)*
	$3,752		**FY24 Revenue ($):** **For Sections Only**: *As of September 30, 2024*
	$390	$5,612	**Budgeted and Direct Expenses**: *Does not include the Per-Member-Charge. For Direct Expenses, draft estimate as of December 3, 2024.*
Section Executive Committee Information:	10 members: Still need to fill Vice Chair Position, YLD, NWJP , Law Student Liaison Positions		**Size of Executive Committee**: *(include and specify voting and non-voting positions)*

	5	**Number of Vacancies for FY25:** *The number of positions with terms beginning October 1, 2024 (FY25).*
	2	**Number of Applicants for FY25**: *Applications submitted in the Spring-Summer of 2024 for terms beginning October 1, 2024 (FY25)*

[i] Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support is responsibility under GR 12.3, to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.

WASHINGTON STATE BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT FORM

FY 2023: October 1, 2022 – September 30, 2023

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year FY2023 (October 1, 2022 – September 30, 2023). Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and the staff liaison.

Submission Deadline is Friday, October 13: please submit by emailing barleaders@wsba.org or requesting that your staff liaison submit the report internally.

Name of Entity:	LEGAL ASSISTANCE TO MILITARY PERSONNEL (LAMP)
Entity Size: *Total Number of Entity/Section Executive Committee Positions*	9
Chair or Co-Chairs:	Paul Apple
Staff Liaison: *Include name, job title, and department if known*	Noah Baetge, WSBA Sections Program Coordinator.
Board of Governors Liaison(s):	Todd Bloom
Purpose of Entity: *May be stated in Bylaws, Charter, Court Rule, etc.*	
LAMP addresses matters related to the rendition of appropriate and efficient legal service to members of the armed forces of the United States.	
Strategy to Fulfill Purpose:	
Promoting the objectives of the WSBA with respect to military affairs. Establishing liaison between the WSBA, the Armed Forces of the United States, and federal,	

state, and local government agencies involved in military and veteran affairs to better serve the legal needs of the servicemembers and their dependents. Providing information to licensed legal professionals, both active duty and reserve. Encouraging continuing legal education to foster the ability to provide legal representation to military personnel, veterans and their dependents within the state of Washington.

How does the entity's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?

Washington State is home to a large military community that is continually seeking legal guidance on significant assortment of legal issues. This community is composed of Veterans, Active Duty and Reserve Servicemembers and their dependents.

2022-2023 Entity Accomplishments:

On September 15, 2023, the Chair and Vice Chair presented a WSBA CLE on LGBTQ legal issues.

Looking Ahead: 2023-2024 Top Goals & Priorities:

1	Train up our cadre of LAMP lawyers to better serve our community of veterans, active duty & reservist servicemembers by providing CLEs on USSERA: SCRA and Veteran Affairs Certification.
2	To continue our liaison with the WA state attorney general's office and their involvement with veteran's affairs.
3	Click or tap here to enter text.
4	Click or tap here to enter text.
5	Click or tap here to enter text.

Please describe how this entity is addressing diversity, equity, and inclusion:
How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?

We are constantly recruiting new members from all fields within the legal world in Washington State. We look at inclusion and diversity not only within the confines of class, race and gender struggle but also as allowing new ideas that can benefit our veterans and military personnel

Please share feedback regarding the support and engagement provided by WSBA.
For example:

- *Quality of WSBA staff support/services, including technology solutions*
- *Involvement with Board of Governors, including assigned BOG liaison(s)*
- *Ideas you have for ways WSBA can continue to strengthen/support your entity.*

Excellent. Very responsive.

SECTIONS ONLY: Please quantify your section's 2022-2023 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	0	Newsletters/publications produced
	1	Mini-CLEs produced. On September 15, 2023, the Chair and Vice Chair presented a WSBA CLE on LGBTQ legal issues
	1	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA. On September 15, 2023, the Chair and Vice Chair presented a WSBA CLE on LGBTQ legal issues as part of the half-day CLE hosted by the WSBA LGBTQ Section
	0	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity
	0	Receptions/forums hosted or co-hosted
	0	Scholarships, Donations, & Grants
	0	New Lawyer Outreach events/benefits
	N/A	Other (please describe): Click or tap here to enter text.
SECTIONS ONLY: Please quantify your section's 2022-2023 legislative activity.	6	Bills Reviewed
	6	Bills tracked
	0	Comments proposed
	0	Bills proposed/drafted

Entity Detail & Demographics Report: ***To Be Completed by WSBA Staff***	
Number of Entity Members/Section Executive Committee Members:	*5*
Number of Section Members: *As of September 1, 2023. Note: The Section Membership year runs on the calendar year.*	*81*
Number of Applicants for FY24 Positions: *October 1, 2023 – September 30, 2024*	*1*
Do you have vacant positions for the coming year, FY24?	*No*
FY23 Budgeted Direct Expenses:	**$4,293**

As of September 30, 2023. *For Sections, this does not include the Per-Member-Charge.*	
FY23 Total Direct Expenses: *Draft estimate as of Dec. 1, 2023* *For Sections, this does not include the Per-Member-Charge.*	**$1.348**

[i] Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support is responsibility under GR 12.3, to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.

WASHINGTON STATE BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT

FY 2022: October 1, 2021 – September 30, 2022

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2021 – September 30, 2022. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Monday, October 17: Please submit by emailing to Sections Program Specialist Carolyn MacGregor at carolynm@wsba.org.

Name of Entity:	LEGAL ASSISTANCE TO MILITARY PERSONNEL (LAMP)
Chair or Co-Chairs:	STEPHEN CARPENTER PAUL APPLE (ELECT)
Staff Liaison: *(include name, job title, and department if known)*	CAROLYN MACGREGOR (Section Program Specialist)
Board of Governors Liaison:	HUNTER ABLE
Purpose of Entity: *May be stated in Bylaws, Charter, Court Rule, etc.*	
LAMP addresses matters related to the rendition of appropriate and efficient legal service to members of the armed forces of the United States.	
Strategy to Fulfill Purpose:	
Promoting the objectives of the WSBA with respect to military affairs. Establishing liaison between the WSBA, the Armed Forces of the United States, and federal, state, and local government agencies involved in military and veteran affairs to better serve the legal needs of the servicemembers and their dependents. Providing information to licensed legal professionals, both active duty and reserve. Encouraging continuing legal education to foster the ability to provide legal representation to military personnel, veterans and their dependents within the state of Washington.	

How does the entity's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?	
Washington State is home to a large military community that is continually seeking legal guidance on significant assortment of legal issues. This community is composed of Veterans, Active Duty and Reserve Servicemembers and their dependents.	
2021 -2022 Entity Accomplishments:	
LAMP created a Facebook and LinkedIN social media presence; LAMP provided Mini-CLEs for Its members and the public on Military Discharge Upgrades (November 17) Military Justice Reform (March 10) and DOHA Security Clearance Law (July 14); LAMP published Bi-Monthly Articles entitled "Chair's Corner" which "neutrally" addressed military legal issues.	
Looking Ahead: 2022-2023 Top Goals & Priorities:	
1	**Increase membership size**
2	**Expand our list of attorney referrals to offer legal assistance to Veterans**
3	**Increase awareness of LAMP in partnership with WA Law School to create a student run LAMP Legal Clinic to offer legal assistance to Veterans**
4	**Partner with other Family Law and Housing right Sections to present CLEs that focus on Military members, family members, and Veteran issues.**
5	Click or tap here to enter text.
Please describe how this entity is addressing diversity, equity, and inclusion: *How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?*	
The LAMP section continues strives to increase diversity in membership and participation in our section particularly in Leadership positions. The veteran and military population and their dependents is a very diverse and includes women, several ethnic, and LGBTQ communities. LAMP will continue to reach out to invite all in our profession who share our interest in providing legal assistance and support to our active & reserve military, retirees, dependents, and veterans in our communities to join our Section.	
Please share feedback regarding the support and engagement provided by WSBA. *For example:* • *Quality of WSBA staff support/services, including technology solutions* • *Involvement with Board of Governors, including assigned BOG liaison* • *Ideas you have on ways WSBA can continue to strengthen/support your entity.*	
Excellent. Very responsive.	

SECTIONS ONLY: Please quantify your section's 2021-2022 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	4	Newsletters/publications produced
	3	Mini-CLEs produced
	0	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
	0	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity
	0	Receptions/forums hosted or co-hosted
	1	Recognitions/Awards given
	0	New Lawyer Outreach events/benefits
	0	Other (please describe):
	0	Other (please describe):
SECTIONS ONLY: Please quantify your section's 2021-2022 legislative activity.		Bills reviewed
	Reviewed SB 5874 Higher Education Tuitions-military Residency-Modification	Bills tracked Passed signed into law June 9, 2022 modifying RCW 28B.15.012
	Click or tap here to enter text.	Comments proposed
	Click or tap here to enter text.	Bills proposed/drafted

Entity Detail & Demographics Report: ***To Be Completed by WSBA Staff***	
Size of Entity:	*10*
Membership Size: **(for Sections Only)** *(As of September 30, 2022)*	*81*
Number of Applicants for FY23 *(October 1, 2021 – September 30, 2022)*	*5*

Number of current volunteer vacancies for this entity	*1*
FY22 Revenue ($): **For Sections Only:** *As of September 30, 2022*	*$3,405.12*
Direct Expenses: *As of September 30, 2022. For Sections, this does not include the Per-Member-Charge.*	**$1,897.55**

[i] Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support is responsibility under GR 12.3, to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.

WASHINGTON STATE
BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT

FY 2021: October 1, 2020 – September 30, 2021

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2020 – September 30, 2021. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, December 3: please submit by emailing to Sections Program Specialist Carolyn MacGregor carolynm@wsba.org.

Name of Entity:	Legal Assistance to Military Personnel Section
Chair or Co-Chairs:	Stephen Carpenter
Staff Liaison: *(include name, job title, and department if known)*	Carolyn MacGregor
Board of Governors Liaison:	Hunter Abell
Purpose of Entity: *May be stated in Bylaws, Charter, Court Rule, etc.*	
To benefit members of the Washington State Bar Association (WSBA) and the general public by:• Establishing liaisons between the WSBA, the Armed Forces of the United States, and federal, state and local government agencies involved in military and veteran affairs. • Encouraging continuing legal education to assist legal representation of and advocacy for military personnel, veterans and their dependents within Washington State.• Providing information on matters affecting military licensed legal professionals, both active duty and reserve.• Promoting WSBA objectives with respect to military affairs by serving the needs of the members and veterans of the Armed Forces of the United States and their dependents.	
Strategy to Fulfill Purpose:	
Click or tap here to enter text.	

How does the entity's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?
Click or tap here to enter text.
2020-2021 Entity Accomplishments:
• As advisory member of the AGO's Military & Veteran Legal Assistance Committee, participated in providing guidance on training opportunities for volunteer attorneys representing veteran and active duty personnel in civilian courts. And assist the AG's OMLVA help attorneys reach-out to veteran's and active duty members. • Organized, hosted, and participated in a mini-CLE training events for military and civilian attorneys (Pre-COVID-19 Lockdown).
Looking Ahead: 2021-2022 Top Goals & Priorities:

1	Continue to Assist the Washington State Attorney General's Office Legal Assistance to Veteran's and Military Personnel Division
2	Host no less than quarterly Mini-CLEs that have value to our members and, in general, help military and civilian attorneys provide legal services to military personnel, veterans, and their families.
3	Evaluate and implement training methods to improve accessibility for LAMP members/military attorneys throughout Washington state.
4	Develop LAMP priorities of mission and Coordinate with Local JAG Offices regarding Orientation Days (Recruitment)
5	Coordinate with Other Bar Sections, ABA and Law Schools (e.g., Solo Practice)

Please report how this entity is addressing diversity, equity, and inclusion: *How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?*
As stated in our 2021 Annual report, LAMP strives to increase women and minority participation in our section and particularly in leadership positions. The veteran and military population we advocate for is very diverse and includes people from all walks of life and sexual orientations coming from all parts of the 54 states and territories. Current and past executive board comprises members of historically disadvantaged groups, such veterans, women, non-Christian religious denominations, and non-white ethnicities.
Please describe the relationship with WSBA staff and the Board of Governors. *For example:* • *Quality of WSBA staff support/services* • *Involvement with Board of Governors, including assigned BOG liaison* • *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

• The WSBA leadership and administrative staff has actively supported LAMP efforts to provide legal assistance to our returning military personnel, veterans, and families impacted by the long war overseas.• Despite the COVID-19 Lockdown, LAMP has actively coordinated/co-hosted several Mini-CLE events, whenever possible this past year, and provided salient comments to help WSBA understand our section membership goals and needs moving forward.

SECTIONS ONLY: Please quantify your section's 2020-2021 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	Chair's corner/social media	Newsletters/publications produced
	5	Mini-CLEs produced (Examining ZOOM Options / Several are accessible on the LAMP Website)
	Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
	Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity
	Click or tap here to enter text.	Receptions/forums hosted or co-hosted
	1	Recognitions/Awards given (Sharon Powell)
	Click or tap here to enter text.	New Lawyer Outreach events/benefits
	3	Other (please describe): Created "Chair's Corner" on LAMP Website, and Created LAMP *FaceBook* page (Social media)

Entity Detail Report: ***To Be Completed by WSBA Staff***	
Size of Entity:	9 (including Young Lawyer Liaison)
Membership Size: **(for Sections Only)** *(As of September 30, 2021)*	78

Number of Applicants for FY22 Positions *(October 1, 2021 – September 30, 2022)*	3 (including Young Lawyer Liaison
How many current volunteer position vacancies for this entity?	1
FY21 Revenue ($): **For Sections Only:** *As of September 30, 2021*	$1,905
Direct Expenses: *As of September 30, 2021. For Sections, this does not include the Per-Member-Charge.*	$459

[i] The Access to Justice Board (not regulatory, but applicable to the distinction herein) and Regulatory Boards (Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) are not required by Bylaws or Court Rule submit an annual report to WSBA. However, as part of the administration of monitoring of Regulatory Boards, the Boards listed herein typically provide an annual report to the Court and WSBA should be provided this same report an annual basis.

WASHINGTON STATE
BAR ASSOCIATION

2020 SECTION ANNUAL REPORT
January 1 - December 31, 2020
Deadline: Friday, December 4, 2020

Name of the Section:	*Legal Assistance to Military Personnel*	
Chair:	*Stephen Carpenter, Jr.*	
Section Information: **To be completed by WSBA Staff**	Membership Size: *(As of December 1, 2020)*	70
	Staff Lead:	Eleen Trang
	BOG Liaison:	Hunter Abell
	FY20 revenue ($): *As of September 30, 2020*	$2,478.85
	FY20 direct expenses ($): *(As of September 30, 2020; does not include the Per-Member-Charge)*	$62.00
Purpose: *(Usually stated in the Section's Bylaws)*	To benefit members of the Washington State Bar Association (WSBA) and the general public by: • Establishing liaisons between the WSBA, the Armed Forces of the United States, and federal, state and local government agencies involved in military and veteran affairs. • Encouraging continuing legal education to assist legal representation of and advocacy for military personnel, veterans and their dependents within Washington State. • Providing information on matters affecting military licensed legal professionals, both active duty and reserve. • Promoting WSBA objectives with respect to military affairs by serving the needs of the members and veterans of the Armed Forces of the United States and their dependents.	

2020 Accomplishments and Work in Progress:	• As advisory member of the AGO's Military & Veteran Legal Assistance Committee, participated in providing guidance on training opportunities for volunteer attorneys representing veteran and active duty personnel in civilian courts. And assist the AG's OMLVA help attorneys reach-out to veteran's and active duty members. • Organized, hosted, and participated in a mini-CLE training events for military and civilian attorneys (Pre-COVID-19 Lockdown).	
Please quantify your section's current member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	**Quantity**	**Member Benefit**
		Scholarships, donations, grants awarded ($ amount)
		Law school outreach events/benefits hosted
	0	Legislative bills reviewed/drafted
	1	Newsletters/publications produced
	1	Mini-CLEs produced / Examining ZOOM Options
		Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
		Co-sponsored half-day, full-day and/or multi-day CLE seminars with non-WSBA entity
		Receptions/forums hosted or co-hosted
		Recognitions/Awards given
		New Lawyer Outreach events/benefits
		Other (please describe):
Looking Ahead: Goals & Priorities for 2021 (Top 5)	**1**	Assist the Washington State Attorney General's Office Legal Assistance to Veteran's and Military Personnel Division
	2	Host quarterly mini-CLEs that have value to our members and, in general, help military and civilian attorneys provide legal services to military personnel, veterans, and their families.

	3	Evaluate and implement training methods to improve accessibility for LAMP members/military attorneys throughout Washington state.
	4	Develop LAMP priorities of mission
	5	Coordinate with Other Bar Sections, ABA and Law Schools

Please report how this section is addressing diversity:

(Are you using any of the tools provided by WSBA and if so, how? Have you sought out training or consultation from the Diversity Specialist? How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your section done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession?)

As stated in our 2019 Annual report, LAMP strives to increase women and minority participation in our section and particularly in leadership positions. The veteran and military population we advocate for is very diverse and includes people from all walks of life and sexual orientations coming from all parts of the 54 states and territories. Current and past executive board comprises members of historically disadvantaged groups, such veterans, women, non-Christian religious denominations, and non-white ethnicities.

Please report how this section is addressing professionalism:

(Does the section's work promote respect and civility within the legal community? Does it seek to improve relationships between and among lawyers, judges, staff and clients? Does it raise awareness about the causes and/or consequences of unprofessional behavior?)

LAMP promotes respect and civility within the legal community by offering to its members continuous training on the changes in the ethical and substantive law issues that can affect the servicemembers and veterans. As stated in our 2019 Annual Report, LAMP members know that attorneys who represent military personnel in military or civilian courts are held to a high-ethical standard and we (at LAMP) strive to give them the information and tools to maintain that high-standard. Likewise, civilian attorneys representing military personnel, veterans, and their families receive educational opportunities to learn about the military culture and high standards expected.

Please report how this section is integrating new and young lawyers into its work:

(How have you brought new and young lawyers into your decision-making process? Has the section supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities?)

LAMP participates in the Young Lawyer liaison program and has a young lawyer assigned to our section for the next two years. Law students may join the LAMP section as non-voting members (at a reduced cost). New lawyers and law students have numerous opportunities to network with military and civilian lawyers at LAMP events.

Please describe your Executive Committee's relationship with WSBA staff and the Board of Governors.

For example:

- *Quality of WSBA staff support/services provided to Section Executive Committee*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support services to sections.*

- The WSBA leadership and administrative staff has actively supported LAMP efforts to provide legal assistance to our returning military personnel, veterans, and families impacted by the long war overseas.
- Despite the COVID-19 Lockdown, LAMP has actively participated in WSBA hosted leadership events, whenever possible this past year, and provided comments to help WSBA understand our section membership goals and needs moving forward.

Note: Annual Reports will be provided to the WSBA Executive Director and Board of Governors and will be posted on your section's webpage. We encourage you to share the Annual Report with your BOG liaison and section membership.

Reports are scheduled to be included in the January 2021 BOG Meeting Materials.

Return by December 9, 2020 to eleent@wsba.org

LEGAL ASSISTANCE TO MILITARY PERSONNEL SECTION

The ***LEGAL ASSISTANCE TO MILITARY PERSONNEL SECTION*** benefits the members of the Washington State Bar Association (WSBA) and the general public by promoting the objectives of the WSBA with respect to military affairs. The Section establishes and maintains a liaison between the WSBA, the Armed Forces of the United States, and federal, state, and local government agencies to better serve the legal needs of the members and veterans of the Armed Forces of the United States and their dependents. The Section provides information on matters affecting military licensed legal professionals, both active duty and reserve, and encourages continuing legal education.

SECTION ACCOMPLISHMENTS JAN. 1, 2020 – DEC. 31, 2020

1 **Mini-CLE**

1 **Newsletter**

HIGHLIGHTS OF THE YEAR JAN. 1, 2020 – DEC. 31, 2020

- As advisory member of the AGO's Military & Veteran Legal Assistance Committee, participated in providing guidance on training opportunities for volunteer attorneys representing veteran and active duty personnel in civilian courts.
- Assisted the AG's OMLVA to help attorneys reach out to veterans and active duty members.
- Organized, hosted, and participated in a Mini-CLE training event for military and civilian attorneys (Pre-COVID-19).

TOTAL MEMBERS AS OF DEC. 31, 2020

70

New/Young Lawyers	17.14%

Member Locations

King County	31.43%
Peninsula & Southern WA	15.71%
Central & Eastern WA	21.43%
Northern WA	4.29%

Employment

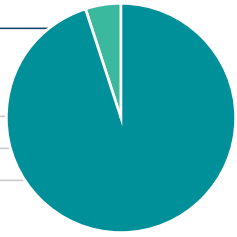
Public Sector/Government	37.14%
In-House	5.71%
Solo	27.14%
Small Firm (2 – 10)	24.29%
Medium Firm (11 – 50)	4.29%
Large Firm (51+)	5.71%

SECTION FINANCIAL REVIEW OCT. 1, 2019 – SEP. 30, 2020

Dues	$35.00
Total Revenue (actual)	$2,478.85
Total Expenses (actual)	$1,262.00
Total Fund Balance (actual)	$18,274.30

Expenses (actual)

Member Benefits	$0.00	0.00%
Per-Member Charge	$1,200.00	95.09%
CLE-Related	$62.00	4.91%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report

Legal Assistance to Military Personnel Section

FY2021

WSBA SECTIONS YEAR IN REVIEW
OCTOBER 1, 2020 – SEPTEMBER 30, 2021

The ***LEGAL ASSISTANCE TO MILITARY PERSONNEL SECTION*** promotes the objectives of the Washington State Bar Association with respect to military affairs. The Section establishes and maintains a liaison between the WSBA, the Armed Forces of the United States, and federal, state, and local government agencies to better serve the legal needs of the members and veterans of the Armed Forces of the United States and their dependents.

SECTION ACCOMPLISHMENTS

5 **Mini-CLEs**

1 **Recognition/Award Given**

HIGHLIGHTS OF THE YEAR

- As advisory member of the Attorney General Office's Military & Veteran Legal Assistance Committee, participated in providing guidance on training opportunities for volunteer attorneys representing veteran and active-duty personnel in civilian courts.
- Assisted the Attorney General's Office of Military & Veteran Legal Assistance to help attorneys reach out to veterans and active-duty members.
- Organized, hosted, and participated in a Mini-CLE training event for military and civilian attorneys (Pre-COVID-19).
- Created three "Chair's Corner" columns on LAMP website, and created LAMP Facebook page (social media).

TOTAL MEMBERS

AS OF DEC. 31, 2021

82

Young Lawyers	18.29%

MEMBER LOCATIONS

King County	19.51%
Peninsula & Southern WA	15.85%
Central & Eastern WA	19.51%
Northern WA	3.66%

EMPLOYMENT

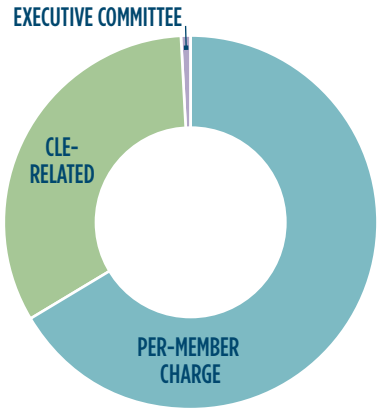
Public Sector/Government	31.71%
In-House	6.10%
Solo	26.83%
Small Firm (2 – 10)	24.39%
Medium Firm (11 – 50)	4.88%
Large Firm (51+)	8.54%

SECTION FINANCIAL REVIEW

Dues	$35.00
Total Revenue (actual)	$1,904.73
Total Expenses (actual)	$1,372.89
Total Fund Balance (actual)	$18,806.14

EXPENSES (actual)

Member Benefits	$0.00	0.00%
Per-Member Charge	$913.54	66.54%
CLE-Related	$448.00	32.63%
Executive Committee	$11.35	0.83%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report

2022 Section InfoSheet Worksheet	
Section:	**Legal Assistance to Military Personnel Section**
Description:	The Legal Assistance to Military Personnel Section promotes the objectives of the Washington State Bar Association with respect to military affairs. The Section establishes and maintains a liaison between the WSBA, the Armed Forces of the United States, and federal, state, and local government agencies to better serve the legal needs of the members and veterans of the Armed Forces of the United States and their dependents.
Our Members:	
Total Memberships: *as of Dec. 31, 2022*	82 Young Lawyers: 25.61%
WA County:	King County: 32.93% Peninsula & Southern WA: 18.29% Central & Eastern WA: 20.73% Northern WA: 4.88%
Firm Type:	Public Sector/Government: 34.15% In-House: 6.10% Solo: 31.71% Small Firm (2 – 10): 21.95% Medium Firm (11 – 50): 4.88% Large Firm (51+): 7.32%
Section Accomplishments: Oct. 1, 2021 – Sept. 30, 2022	4 Newsletters 3 Mini-CLEs 1 Reception/Forum 1 Legislative Bill Tracked
Highlights of the Year: Oct. 1, 2021 – Sept. 30, 2022	• Created a Facebook and LinkedIn social media presence. • Provided Mini-CLEs for Section members and the public on Military Discharge Upgrades in November, Military Justice Reform in March, and DOHA Security Clearance Law in July.
Section Financial Review: Oct. 1, 2021 – Sept. 30, 2022 **Expenses (actual)**	Dues: $35.00 Total Revenue (actual): $3,405.12 Total Expenses (actual): $1,897.55 Total Fund Balance (actual): $20,313.71 *(for pie chart)* Member Benefits: $0.00 / 0.00% Per-Member-Charge: $1,367.45 / 72.06% CLE-Related: $386.00 / 20.34% Executive Committee: $144.10 / 7.59%
Sources:	*Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report*

FY23

Legal Assistance to Military Personnel (LAMP)

The ***LEGAL ASSISTANCE TO MILITARY PERSONNEL SECTION*** promotes the objectives of the Washington State Bar Association with respect to military affairs. The Section establishes and maintains a liaison between the WSBA, the Armed Forces of the United States, and federal, state, and local government agencies to better serve the legal needs of the members and veterans of the Armed Forces of the United States and their dependents.

SECTION ACCOMPLISHMENTS 10/1/22 – 9/30/23

1 Mini-CLE	**1** CLE Co-Sponsored with WSBA
6 Legislative Bills Tracked	

HIGHLIGHTS OF THE YEAR 10/1/22 – 9/30/23

- Section chair and vice chair presented at WSBA CLE on LGBTQ legal issues in September 2023.

OUR MEMBERS:

TOTAL MEMBERSHIPS 76
as of 12/31/23

Young Lawyers	19.74%

MEMBER LOCATIONS

King County	26.32%
Peninsula & Southern WA	23.68%
Central & Eastern WA	1.32%
Northern WA	5.26%

EMPLOYMENT

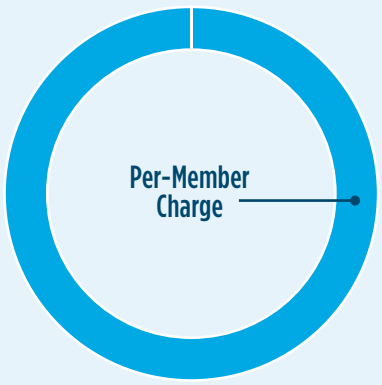
Public Sector/Government	28.95%
In-House	7.89%
Solo	34.21%
Small Firm (2 – 10)	21.05%
Medium Firm (11 – 50)	7.89%
Large Firm (51+)	6.58%

SECTION FINANCIAL REVIEW
10/1/22 – 9/30/23

Dues	$35.00
Total Revenue (actual)	$3,562.81
Total Expenses (actual)	$1,348.48
Total Fund Balance (actual)	$22,528.04

EXPENSES (ACTUAL)

Member Benefits	$0.00	0.00%
Per-Member Charge	$1,348.48	100.00%
CLE-Related	$0.00	0.00%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, and WSBA Demographics Report

LEGAL ASSISTANCE TO MILITARY PERSONNEL SECTION

FISCAL YEAR
2024

The LEGAL ASSISTANCE TO MILITARY PERSONNEL SECTION promotes the objectives of the Washington State Bar Association with respect to military affairs. The Section establishes and maintains a liaison between the WSBA, the Armed Forces of the United States, and federal, state, and local government agencies to better serve the legal needs of the members and veterans of the Armed Forces of the United States and their dependents.

TOTAL MEMBERS

AS OF DEC. 31, 2024

66

New/Young Lawyers	19.97%

Member Locations

King County	42.42%
Peninsula & Southern WA	21.21%
Central & Eastern WA	25.76%
Northern WA	6.06%

Employment

Public Sector/Government	26.32%
In-House	5.26%
Solo	29.82%
Small Firm (2 – 10)	19.30%
Medium Firm (11 – 50)	7.02%
Large Firm (51+)	5.26%

Section Accomplishments

OCT. 1, 2023-SEPT. 30, 2024

Mini-CLEs	1
Scholarships/Donations/ Grants	$5,000

HIGHLIGHTS OF THE YEAR

OCT. 1, 2023-SEPT. 30, 2024

- Maintained a Facebook and LinkedIn social media presence.
- Presented with LAMP members, CLE materials regarding: 1) the Military Discharge Upgrade Process for Gay Service Members discharged under Don't Ask, Don't Tell policy; 2) the Current and Future Policy changes affecting current Military LGBTQ Service Members, as part of the WSBA LGBTQ Section's CLE Defending Gay Service Members presentation.
- Presented a CLE regarding the New Hybrid Military Justice Reforms in 2024.
- Donated $5000 to the Inland Northwest Honor Flight.

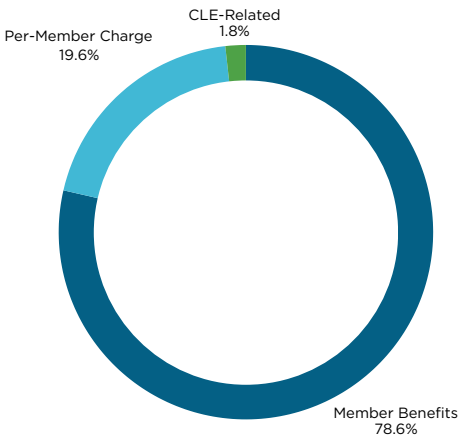
SECTION FINANCIAL REVIEW

OCT. 1, 2023-SEPT. 30, 2024

Dues	$35.00
Total Revenue (actual)	$3,752.17
Total Expenses (actual)	$6,362.21
Total Fund Balance (actual)	$19,918.00

Expenses (actual)

Member Benefits	$5,000.00	78.59%
Per-Member-Charge	$1,250.21	19.65%
CLE-Related	$112.00	1.76%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report

WASHINGTON STATE BAR ASSOCIATION

DRAFT MEMORANDUM

TO: Washington State Bar Association Board of Governors
FROM: Member Engagement Council & Executive Committee of the Liquor, Cannabis, and Psychedelics (LCP) Section
DATE: August 6, 2026
RE: Recommendation for Continuance of the LCP Section Following Viability Review

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I. Background

Pursuant to Article XI.L.2 of the WSBA Bylaws, any WSBA section with fewer than 75 voting members for two consecutive years must undergo a section viability review. The Liquor, Cannabis, and Psychedelics (LCP) Section met this threshold, triggering the required review.

At the direction of the Board of Governors (BOG), the Member Engagement Council (MEC) initiated the viability review in early 2026 and:

- Developed viability review criteria, drawing on WSBA's bylaws, fiscal policy, and governance requirements.
- Submitted those criteria to the BOG, which approved the criteria on January 16, 2026.
- Coordinated with WSBA staff and Section leadership to gather background information, activity history, and membership context with respect to the Section.
- Conducted a viability review meeting with Section leadership on April 29, 2026, using a set of questions mapped to the BOG-approved viability review criteria to guide the discussion.

The MEC and Section leadership approached the review collaboratively, with the shared goal of providing a joint recommendation to the BOG regarding the section's future.

II. April 29, 2026 Viability Review Discussion with LCP Section Leadership

On April 29, 2026, the MEC met with Section leadership (specifically, LCP Section Chair Aaron Pelley and Immediate Past Chair Fabiola Jimenez), using the approved evaluation criteria and review questions to guide discussion. Key themes from the discussion are summarized below.

A. Leadership Input

Section leadership confirmed they were aware of the review, the underlying issues prompting the review, and the collaborative nature of the process, and indicated their strong desire to maintain the Section, noting:

- a strong foundation despite past leadership transitions;
- deep commitment from engaged members;
- a desire for WSBA support in outreach, communications, and visibility; and
- a need for guidance as the section works to mainstream a niche practice area still affected by stigma.

The MEC and WSBA staff discussed with Section leadership the broader context around membership decline across sections, and suggested targeted strategies to foster growth (e.g., Mini-CLE "join-the-section" pricing).

B. Membership Threshold

Pursuant to August 3, 2026, WSBA Member Licensing Counts, the Section has 99 section members. Between 2018 through 2025, the section's total membership numbers ranged from 65 to 108, with voting membership ranging from 60 to 96. Immediate Past Chair Jimenez described efforts over the past two years to increase membership through email outreach, networking with other sections, and community connections, and noted key barriers as follows:

- lack of a fully constituted Executive Committee (EC), leaving Immediate Past Chair Jimenez overextended, especially while simultaneously trying to run a solo practice;
- continued stigma and sensitivity surrounding Section practice areas, particularly given the tension between state and federal laws regarding the legality of cannabis and psychedelics; and
- gaps in continuity and institutional memory.

With Chair Pelley having taken over from Immediate Past Chair Jimenez, the Section now has the majority of positions filled on the EC for FY26. From 2023 through 2025, total Section memberships decreased from 82 to 67. So far in 2026, Section membership has increased to 99, supported by a planned series of recent and upcoming CLEs.

The MEC and Section leaders discussed strategies to broaden outreach, such as targeting practice areas likely to intersect with LCP topics and using "join-the-section" pricing to encourage conversions.

C. Section Activities

The LCP Section fulfills the WSBA mission by:

- providing a community for practitioners in evolving regulatory fields
- facilitating discussions across jurisdictions where interpretations differ
- hosting Mini-CLEs that have directly led to new members joining the Section
- exploring collaboration with other WSBA sections in related practice areas
- supporting mentorship and peer consultation within a niche field

Section leadership plans to continue offering regular Mini-CLEs as part of its strategic plan for growth.

D. Executive Committee Functionality

The EC currently meets monthly via Zoom, with a future goal of occasional in-person meetings and networking. Members are located throughout the state.

The EC is currently fully constituted, including:

- Immediate Past Chair: Fabiola Jimenez
- Chair: Aaron Pelley
- Secretary, Treasurer, and two At-Large Members

Section leadership identified challenges common to section leaders who are also solo/small firm practitioners, including limited administrative bandwidth and misconceptions about eligibility to serve. Section leadership is working to clarify expectations and responsibilities.

The MEC and staff also discussed marketing strategy improvements for promoting upcoming CLEs to broader practice areas.

E. Fiscal Viability

As of June 2026, the Section maintains a healthy fund balance of $8,586.84, demonstrating reasonable financial footing for a section of its size. Section leadership expressed confidence that strengthened membership recruitment, consistent Mini-CLE programming, and broadened outreach will support continued fiscal stability.

III. Findings

The MEC finds that the Section:

- Fulfills WSBA's mission through programming, community support, and cross-practice engagement.
- Has committed and functional leadership, strengthened by full EC staffing and renewed stability.
- Experiences challenges typical of niche sections but has articulated and demonstrated actionable plans to address them.
- Is demonstrating positive membership engagement, supported by scheduled CLEs.
- Has operational stability, with reliable meeting cadence and clear leadership roles.
- Is financially viable and equipped to responsibly manage its resources in alignment with WSBA Fiscal Policy.

Based on these findings, the MEC concludes the Section remains viable and is on a positive trajectory.

IV. Recommendations for Strengthening Section Viability

1. Enhance Membership Recruitment & Visibility

- Continue Mini-CLE offerings and implement "join-the-section" pricing.
- Market programming to broader practice areas and not just current members.
- Use WSBA tools such as Section Spotlights and targeted e-blasts.

2. Strengthen Communication & Member Engagement

- Increase clarity around how Mini-CLE participation connects to section membership.
- Provide periodic updates on activities and opportunities.

3. Develop Leadership Infrastructure & Succession Planning

- Formalize leadership roles and documentation.
- Expand EC recruitment to include newer members.
- Identify narrowly-focused positions (CLE coordinator, outreach coordinator).

4. Expand Cross-Section Collaborations

- Pursue joint CLEs with related sections such as Business Law, Intellectual Property, Litigation, and Dispute Resolution.

5. MEC Follow-Up

- Conduct periodic check-ins with the MEC over the next year so the MEC may monitor progress and provide support.

V. Recommendation

We find that the Liquor, Cannabis, and Psychedelics Section provides unique value, demonstrates renewed organizational stability, and is committed to implementing planned improvements.

We respectfully recommend that the Board of Governors approve the continuance of the Liquor, Cannabis, and Psychedelics Section.

Sincerely,

Matthew Dresden, Co-Chair of the Member Engagement Council
Mary Rathbone, Co-Chair of the Member Engagement Council
Aaron Pelley, Chair of the Liquor, Cannabis, Psychedelics Section Executive Committee
Fabiola Jimenez, Past Chair and Secretary of the Liquor, Cannabis, Psychedelics Section Executive Committee

Attachments:
Sections Viability Review Criteria and Process
Section Viability Review Questions
LCP Section 2026 Budget
LCP Section January 2026 Financial Statement
LCP Section Executive Committee History
LCP Section Annual Reports (2020-2025)
LCP Section Year in Review (2020-2025)

AI Disclosure: This memo was developed with assistance from Microsoft CoPilot and was reviewed by the MEC for accuracy.

Washington State Bar Association
Section Budget Comparison

			FY2025 Budget	FY2026 Budget	FY25 vs FY26 Comparison	% Change	FY2024 Actuals YTD	FY2025 Actuals YTD
SLCP	**LIQUOR, CANNABIS, AND PSYCHEDELICS SECTION**							
REVENUE:								
	41805	MINI-CLE REVENUE	800	800	-	0%	1,038	-
	48200	SECTION DUES REVENUE	1,406	1,406	-	0%	1,686	1,675
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	508	479	(29)	-6%	-	562
		TOTAL SECTION DUES REVENUE	**1,914**	**1,885**	**(29)**	**-6%**	**1,686**	**2,237**
	TOTAL REVENUE		**2,714**	**2,685**	**(29)**	**-1%**	**2,724**	**2,237**
DIRECT EXPENSES:								
	58300	EXECUTIVE COMMITTEE EXPENSES	700	700	-	0%	676	-
	58350	MEMBERSHIP & RECRUITING EXP	100	100	-	0%	-	-
	58400	PER MEMBER CHARGE	1,038	1,055	17	2%	1,247	1,236
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	376	353	(22)	-6%	-	416
		TOTAL PER MEMBER CHARGE	**1,414**	**1,408**	**(5)**	**-4%**	**1,247**	**1,652**
	58620	MINI-CLE EXPENSE	200	200	-	0%	563	-
	TOTAL DIRECT EXPENSES		**2,414**	**2,408**	**(5)**	**0%**	**2,486**	**1,652**
	NET INCOME (LOSS):		**300**	**277**	**(24)**	**-8%**	**238**	**585**
	NEW FUND BALANCE:		**6,725**	**7,001**	**277**	**4%**	**6,099**	**7,010**

Washington State Bar Association

Statement of Activities

For the Period from December 01, 2025 to December 31, 2025

25% OF YEAR COMPLETE

LIQUOR, CANNABIS, AND PSYCHEDELICS SECTION

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
REVENUE:					
SECTION DUES REVENUE	1,406.25	-	-	1,406.25	
FISCAL/MEMBERSHIP YEAR ADJUSTMENT**	478.52	-	565.50	(86.98)	
TOTAL SECTION DUES REVENUE	1,884.77	-	565.50	1,319.27	30.00%
MINI-CLE REVENUE	800.00	-	-	800.00	0.00%
TOTAL REVENUE:	**2,684.77**	**-**	**565.50**	**2,119.27**	**21.06%**
DIRECT EXPENSES:					
PER MEMBER CHARGE	1,054.69	-	-	1,054.69	
FISCAL/MEMBERSHIP YEAR ADJUSTMENT**	353.40	-	417.54	(64.14)	
TOTAL PER MEMBER CHARGE	1,408.09	-	417.54	990.55	29.65%
MINI-CLE EXPENSE	200.00	-	-	200.00	0.00%
MEMBERSHIP & RECRUITING EXP	100.00	-	-	100.00	0.00%
EXECUTIVE COMMITTEE EXPENSES	700.00	-	-	700.00	0.00%
TOTAL DIRECT EXPENSES:	**2,408.09**	**-**	**417.54**	**1,990.55**	**17.34%**
NET INCOME:	**276.68**	**-**	**147.96**		
FUND BALANCE AS OF 9/30/25:	7,156.63		7,156.63		
NEW FUND BALANCE:	**7,433.31**		**7,304.59**		

**As a reminder, a yearly accounting adjustment is made to section financials each Sept. and Oct. as it pertains to section dues revenue and the per-member charge expense lines to align section membership with the fiscal year.

LAMP Section Membership Numbers:

Year	Voting Members	All members
12/31/2018	77	100
12/31/2019	64	84
12/31/2020	62	70
12/31/2021	69	79
12/31/2022	77	81
12/31/2023	69	76
12/31/2024	64	66
12/31/2025	59	62

LCPS Section Membership Numbers:

Year	Voting Members	All Members
12/31/2018	61	73
12/31/2019	91	107
12/31/2020	96	108
12/31/2021	81	94
12/31/2022	68	72
12/31/2023	78	82
12/31/2024	60	65
12/31/2025	62	67

Liquor, Cannabis, and Psychedelics Law Section Executive Committee History

Term	Position	Vacancy at start of term	Name	Notes
2018-2019	Chair	☐	Joshua Ashby	
2018-2019	Secretary	☑		
2018-2019	Treasurer	☐	Anastasia Gilmartin	
2018-2019	At-Large Member 1	☐	Alexis Gobeske-Hartwell	
2018-2019	At-Large Member 2	☐	Daniel Shortt	
2018-2019	At-Large Member 3	☐	Dominique Scalia	
2019-2020	Chair	☐	Joshua Ashby	
2019-2020	Secretary	☐	Samuel Mendez	Replaced by Ryan Espegard mid-term
2019-2020	Treasurer	☐	Anastasia Gilmartin	
2019-2020	At-Large Member 1	☐	Alexis Gobeske-Hartwell	
2019-2020	At-Large Member 2	☐	Daniel Shortt	
2019-2020	At-Large Member 3	☐	Dominique Scalia	
2020-2021	Chair	☐	Sativa Rasmussen	
2020-2021	Immediate Past Chair	☐	Joshua Ashby	
2020-2021	Secretary	☐	Justin Walsh	
2020-2021	Treasurer	☐	Anastasia Gilmartin	
2020-2021	At-Large Member 1	☐	Heather Wolf	
2020-2021	At-Large Member 2	☐	Peter Becker	
2020-2021	At-Large Member 3	☐	Alexis Gobeske-Hartwell	
2021-2022	Chair	☐	Sativa Rasmussen	
2021-2022	Immediate Past Chair	☐	Joshua Ashby	
2021-2022	Secretary	☐	Emmelyn Hart	
2021-2022	Treasurer	☐	Anastasia Gilmartin	
2021-2022	At-Large Member 1	☐	Heather Wolf	
2021-2022	At-Large Member 2	☐	Peter Becker	
2021-2022	At-Large Member 3	☐	Alexis Gobeske-Hartwell	
2022-2023	Chair	☐	Alexis Gobeske-Hartwell	
2022-2023	Immediate Past Chair	☐	Sativa Rasmussen	

2022-2023	Secretary	☐	Emmelyn Hart	
2022-2023	Treasurer	☐	Heather Wolf	
2022-2023	At-Large Member 1	☐	Peter Becker	
2022-2023	At-Large Member 2	☐	Joshua Ashby	
2022-2023	At-Large Member 3	☐	Anastasia Gilmartin	
2022-2023	At-Large Member 4	☐	Brenda George	
2022-2023	At-Large Member 5	☐	Kimberly Kwan	
2022-2023	At-Large Member 6	☐	Michael Bueter	
2023-2024	Chair	☐	Alexis Gobeske-Hartwell	
2023-2024	Immediate Past Chair	☐	Sativa Rasmussen	
2023-2024	Secretary	☐	Emmelyn Hart	
2023-2024	Treasurer	☐	Heather Wolf	
2023-2024	At-Large Member 1	☐	Peter Becker	
2023-2024	At-Large Member 2	☐	Joshua Ashby	
2023-2024	At-Large Member 3	☐	Anastasia Gilmartin	
2023-2024	At-Large Member 4	☐	Brenda George	
2023-2024	At-Large Member 5	☐	Kimberly Kwan	
2023-2024	At-Large Member 6	☐	Michael Bueter	
2024-2025	Chair	☐	Fabiola Jimenez	
2024-2025	Immediate Past Chair	☐	Alexis Gobeske-Hartwell	
2024-2025	Secretary	☐	Peter Becker	resigned 11/30/24
2024-2025	Treasurer	☑		
2024-2025	At-Large Member 1	☐	Kenneth Zigler	
2024-2025	At-Large Member 2	☐	Lane Conrad	
2024-2025	At-Large Member 3	☐	Michael Bueter	
2025-2026	Chair	☐	Aaron Pelley	appointed 11/25
2025-2026	Immediate Past Chair	☐	Alexis Gobeske-Hartwell	
2025-2026	Secretary	☑	Fabiola Jimenez	appointed 11/25
2025-2026	Treasurer	☑		
2025-2026	At-Large Member 1	☑	John Rapp	appointed 11/25
2025-2026	At-Large Member 2	☐	Emmelyn Hart	
2025-2026	At-Large Member 3	☑	Jay Berneburg	appointed 11/25

WASHINGTON STATE BAR ASSOCIATION

WSBA SECTION ANNUAL REPORT

FY 2025: October 1, 2024 – September 30, 2025

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2024 – September 30, 2025. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, October 17: please submit by emailing to Carolyn MacGregor (carolynm@wsba.org).

Name of Section:	Cannabis, Liquor and Psychedelics
Chair or Co-Chairs:	Fabiola Jimenez
Staff Liaison: *(include name, job title, and department if known)*	Carolyn MacGregor, Sections Program Specialist, Advancement Department
Board of Governors Liaison:	Allison Widney
Purpose: *May be stated in Bylaws, Charter, Court Rule, etc.*	
The purpose of the Section is to support legal professionals with a shared interest in cannabis, psychedelics, and liquor law by providing continuing legal and other education, fostering professional connections, and creating opportunities for collaboration. The Section also aims to serve as a resource for students exploring these rapidly evolving areas of law while also supporting attorneys practicing in these areas. Through educational programming, networking opportunities, and open forums for discussion, the Section encourages the exchange of ideas and engagement on issues of mutual interest. Additionally, the Section offers guidance to the Bar on proposed legislation, court rules, and other relevant matters, and provides educational resources to	

legislators and regulators. Ultimately, the Section is committed to delivering services that benefit both the public and the legal profession
Strategy to Fulfill Purpose:
To fulfill its purpose, the Section's will implement a comprehensive strategy should focused on education, engagement, advocacy, and service. This includes organizing CLEs and webinars tailored to developments in cannabis, psychedelics, and liquor law; fostering networking opportunities through conferences and networking events to connect legal professional; and collaborate with law schools to engage students and emerging practitioners. It will establish working groups or committees to monitor and respond to legislative and regulatory developments, providing timely input to the Bar and policymakers. By staying responsive to emerging trends and community needs, the Section will ensure its initiatives continue to benefit both the legal profession and the public.
How does the section's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?
The Section's purpose directly supports the WSBA's mission by equipping legal professionals with the education, resources, and community needed to uphold the integrity of the legal profession and champion justice in emerging and evolving areas of law.
Top 2024-2025 Section Accomplishments:
Click or tap here to enter text.
Click or tap here to enter text.
Click or tap here to enter text.
Click or tap here to enter text.

Next Fiscal Year: 2025-2026 Top SMART Goals & Priorities: *Tip: SMART Goals are: Specific Measurable, Relevant and Time-Bound* *Use this worksheet (under 'Leadership') to develop your SMART goals and then summarize below in 1-2 sentences.*	
1	Increase membership to a minimum of 75
2	Update Webpage Content: By the end of Q1 2026, update the Section's WSBA webpage to reflect current leadership, mission, resources and upcoming events.
3	Establish working groups/committee to actively engage Section members and streamline the sharing of information, resources and opportunities within the group.

Looking Ahead: *Please share any long-term goals and/or priorities that your entity aims to address.*	
1	Launch Public Education Hub: Develop a public-facing legal education hub on the Section's website by Q4 2026, including quarterly webinars or publications.
2	Build Strategic Partnerships: Establish at least 3 formal partnerships with law schools, community organizations, or other WSBA sections by the end of 2026 to support interdisciplinary collaboration.
3	Track Emerging Trends: Implement an annual member survey starting in 2026 to identify emerging legal trends and use the data to guide programming and outreach.

Please describe how this entity is addressing diversity, equity, and inclusion:
How have you elicited input from a variety of perspectives in decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive and eventually lead in the profession? Other?

The Section is committed to diversity, equity, and inclusion by intentionally seeking input from members with diverse backgrounds, practice areas, and geographic locations. We foster an inclusive culture through open dialogue, shared leadership opportunities, and transparent decision-making.

Please share feedback regarding the support and engagement provided by WSBA staff and leadership
For example:
- *Quality of WSBA staff support/services, including technology solutions*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

Support staff has been nothing but wonderful and helpful!

Please quantify your section's 2024-2025 member benefits:

For example:
- *$3000 Scholarships, donations, grants awarded;*
- *4 mini-CLEs produced*

Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity.
Click or tap here to enter text.	Receptions/forums hosted or co-hosted
Click or tap here to enter text.	$ amount given through donations/scholarships/grants.

Click or tap here to enter text.	Newsletters/publications produced
Click or tap here to enter text.	Mini-CLEs produced
Click or tap here to enter text.	New Lawyer Outreach events/benefits
Click or tap here to enter text.	Recognitions/Awards given
Click or tap here to enter text.	Legislative activity (Bills reviewed, tracked, proposed)
Click or tap here to enter text.	Other (please describe):
Click or tap here to enter text.	Other (please describe):

SECTION DATA ***To Be Completed by WSBA Sections Team***		
Section Membership Information:	67	**Membership Size**: *As of September 30, 2025.*
	$1696.51	**FY25 Revenue ($):** *As of September 30, 2025.*
	$0	**FY25 Direct Expenses ($)** *As of September 30, 2025. This does not include the Per-Member-Charge.*
Section Executive Committee Information:	10 voting/0 non-voting	**Full Size of Executive Committee (per Section bylaws)**: *Include and specify voting and non-voting positions.*
	3	**Number of Vacancies for FY26:** *The number of vacant positions as of October 1, 2025 (FY26).*
	0	**Number of Applicants for FY26 open positions**: *Applications submitted in the Spring of 2025 for vacant positions and terms beginning October 1, 2025 (FY26)*

WASHINGTON STATE
BAR ASSOCIATION

WSBA SECTION ANNUAL REPORT

FY 2024: October 1, 2023 – September 30, 2024

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2023 – September 30, 2024. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, October 11: please submit by emailing to Carolyn MacGregor (carolynm@wsba.org).

Name of Section:	Liquor, Cannabis & Psychedelics Law Section
Chair or Co-Chairs:	Alexis Hartwell-Gobeske
Staff Liaison: *(include name, job title, and department if known)*	Carolyn MacGregor, Sections Program Specialist, Advancement Department
Board of Governors Liaison:	Allison Widney
Purpose: *May be stated in Bylaws, Charter, Court Rule, etc.*	
The purposes of the Section shall be to: A. provide continuing legal and other education for its members in areas of common interest to professionals interested in cannabis, psychedelics, and/or liquor law; B. provide opportunities for Section members to become better acquainted with other legal professionals with similar interests; C. provide services including education and networking for students interested in some of the fastest growing new practices of law and updates to the long established practice of liquor law; D. provide a forum for the exchange of ideas and discussion about issues of common interest to Section members; E. provide advice to the Bar, as requested , on proposed legislation, court rules, and other matters ; F. provide resources and education to legislators and regulators; and G. undertake such other services that may be of benefit to the public and the Bar.	
Strategy to Fulfill Purpose:	

Hold monthly meetings open to all members that include a discussion of industry updates and an opportunity to ask questions and learn from peers; hold an annual member meeting that includes a significant discussion about industry updates, questions, comments and provides a forum for learning and networking; develop relevant CLE programming; provide a resources section to members on our section page that provides basic information as a starting point for those interested in practicing in this area of law.
How does the section's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?
The section advances the board's mission by organizing educational programs, networking events, and offering informational resources to its members. These efforts help cultivate well-informed, skilled, and highly competent legal professionals in the field of cannabis law, thereby enhancing the integrity of the legal profession and benefiting the public.
Top 2023 -2024 Section Accomplishments:
Quarterly Virtual Mini CLEs: Successfully organized and offered quarterly virtual mini Continuing Legal Education (CLE) sessions to members for free, enhancing their professional development
In-Person Events: Held two successful in-person events, including a CLE at Gonzaga followed by a wine mixer, and a networking event at DeLille Cellars, fostering community and professional networking.
Annual Virtual Meeting: Conducted an annual virtual meeting to gather member feedback, which led to the implementation of more virtual CLEs and non-CLE in-person events based on member preferences.
Monthly Open Meetings: Maintained monthly open meetings to discuss industry updates and encourage member participation, ensuring ongoing engagement and communication within the section.
Next Fiscal Year: 2024-2025 Top SMART Goals & Priorities: *Tip: SMART Goals are: Specific Measurable, Relevant and Time-Bound* *Use this worksheet (under 'Leadership') to develop your SMART goals and then summarize below in 1-2 sentences.*

1	**Continue to hold quarterly CLEs.**
2	**Increase membership by 20% by the end of the fiscal year**
3	**Increase member participation in both CLEs and open meetings by 20%**
Looking Ahead: *Please share any long-term goals and/or priorities that your entity aims to address.*	
1	Make the resources page a more valuable tool for members
2	Foster diversity, equity, and inclusion within the section
3	**Create a newsletter/blog for the membership regarding industry updates**

Please describe how this entity is addressing diversity, equity, and inclusion:
How have you elicited input from a variety of perspectives in decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive and eventually lead in the profession? Other?

The section encourages diversity among its executive committee and membership – the executive committee is currently comprised of diverse individuals - those new to the practice of law, practitioners located in diverse areas of the state whose practice might vary from those in the greater Seattle area, and various age groups. The diverse makeup of the executive committee fosters a wide breadth of perspectives and opinions that help the section develop valuable and inclusive programming for its members. We have provided in-person CLE programming outside of the greater Seattle area to provide valuable networking opportunities to practitioners in diverse areas of the state. The section continues to make diversity and inclusion a priority at the executive committee level and within the membership as a whole and encourages the bar to provide suggestions as to how we can take further action to promote equitable conditions for members from historically underrepresented backgrounds.

Please share feedback regarding the support and engagement provided by WSBA.
For example:
- *Quality of WSBA staff support/services, including technology solutions*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

Carolyn MacGregor has been an invaluable asset to our section, providing support with bylaw amendments, creating new committee positions, generating ideas to boost membership, and addressing general administrative queries. While the board of governors liaisons have not been heavily involved, they have occasionally attended our meetings. Our section meets monthly, and we encourage the section liaison to take a more active role by attending these meetings regularly

Please quantify your section's 2023-2024 member benefits:

For example:
- *$3000 Scholarships, donations, grants awarded;*
- *4 mini-CLEs produced*

0	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity.
1	Receptions/forums hosted or co-hosted
	$ amount given through donations/scholarships/grants.
	Newsletters/publications produced
4	Mini-CLEs produced

12			New Lawyer Outreach events/benefits
			Recognitions/Awards given
			Other (please describe):
SECTION DATA ***To Be Completed by WSBA Sections Team***			
Section Membership Information:	66		**Membership Size**: *(As of September 30, 2024)*
	$3,049		**FY24 Revenue ($):** **For Sections Only**: *As of September 30, 2024*
	$2,100	$1,239	**Budgeted and Direct Expenses**: *Does not include the Per-Member-Charge. For Direct Expenses, draft estimate as of December 3, 2024.*
Section Executive Committee Information:	10		**Size of Executive Committee**: *(include and specify voting and non-voting positions)*
	9		**Number of Vacancies for FY25:** *The number of positions with terms beginning October 1, 2024 (FY25).*
	7		**Number of Applicants for FY25**: *Applications submitted in the Spring-Summer of 2024 for terms beginning October 1, 2024 (FY25)*

[i] Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support is responsibility under GR 12.3, to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.

WASHINGTON STATE
BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT FORM

FY 2023: October 1, 2022 – September 30, 2023

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year FY2023 (October 1, 2022 – September 30, 2023). Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and the staff liaison.

Submission Deadline is Friday, October 13: please submit by emailing barleaders@wsba.org or requesting that your staff liaison submit the report internally.

Name of Entity:	Liquor, Cannabis & Psychedelics Law Section
Entity Size: *Total Number of Entity/Section Executive Committee Positions*	10
Chair or Co-Chairs:	Alexis Hartwell-Gobeske
Staff Liaison: *Include name, job title, and department if known*	Carolyn MacGregor
Board of Governors Liaison(s):	Mary Rathbone Erik Kaeding
Purpose of Entity: *May be stated in Bylaws, Charter, Court Rule, etc.*	
The purposes of the Section shall be to: A. provide continuing legal and other education for its members in areas of common interest to professionals interested in cannabis, psychedelics, and/or liquor law; B. provide opportunities for Section members to become better acquainted with other legal professionals with similar interests; C. provide services including education and networking for students interested in some of the fastest growing new practices of law and updates to the long established practice of liquor law; D. provide a	

forum for the exchange of ideas and discussion about issues of common interest to Section members; E. provide advice to the Bar, as requested , on proposed legislation, court rules, and other matters ; F. provide resources and education to legislators and regulators; and G. undertake such other services that may be of benefit to the public and the Bar.
Strategy to Fulfill Purpose:
Hold monthly meetings open to all members that include a discussion of industry updates and an opportunity to ask questions and learn from peers; hold an annual member meeting that includes a significant discussion about industry updates, questions, comments and provides a forum for learning and networking; develop relevant CLE programming; provide a resources section to members on our section page that provides basic information as a starting point for those interested in practicing in this area of law.
How does the entity's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?
The section furthers the mission of the board by hosting educational programing, networking events, and providing informational resources to its members. These actions assist with developing well informed, capable and highly competent legal practitioners within the field of cannabis law which aids integrity within the legal profession and serves the public.
2022-2023 Entity Accomplishments:
The section engaged the membership and sought input from it in broadening the scope of its section topics, and based on support from the membership did broaden its scope to include the practice of liquor and psychedelics as we noticed that these areas of law were lacking representation. As a result, we have increased our membership base (although not significantly). We have increased the number of CLEs we provide, by committing to providing at least one CLE per quarter. So far in 2023, we have provided 3 CLE programs. We have broadened the scope of our CLEs to include education on both cannabis and liquor law issues. We expect to include programming for psychedelics in the near future. A larger executive committee provides a wider range of ideas and perspectives.
Looking Ahead: 2023-2024 Top Goals & Priorities:

1	Curate at least one in-person networking opportunity annually. We have discussed tying this together with the annual member meeting and a CLE.
2	Increase membership. We have already seen an increase in membership tied to our more varied and more frequent CLE programming, and expect to see a more significant increase in the upcoming year.
3	Foster diversity, equity, and inclusion within the section
4	Make the resources page a more valuable tool for members
5	Click or tap here to enter text.

Please describe how this entity is addressing diversity, equity, and inclusion: *How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?*		
The section encourages diversity among its executive committee and membership – the executive committee is currently comprised of diverse individuals - those new to the practice of law, practitioners located in diverse areas of the state whose practice might vary from those in the greater Seattle area, and various age groups. The diverse makeup of the executive committee fosters a wide breadth of perspectives and opinions that help the section develop valuable and inclusive programming for its members. We have provided in-person CLE programming outside of the greater Seattle area to provide valuable networking opportunities to practitioners in diverse areas of the state. The section continues to make diversity and inclusion a priority at the executive committee level and within the membership as a whole and encourages the bar to provide suggestions as to how we can take further action to promote equitable conditions for members from historically underrepresented backgrounds.		
Please share feedback regarding the support and engagement provided by WSBA. *For example:* • *Quality of WSBA staff support/services, including technology solutions* • *Involvement with Board of Governors, including assigned BOG liaison(s)* • *Ideas you have for ways WSBA can continue to strengthen/support your entity.*		
Carolyn MacGregor has been a wonderful resource for our section and has assisted the section through bylaw amendments, creating additional committee positions, ideas to increase the membership, and general administrative questions. The board of governors liaisons were not significantly involved in our section, but did on occasion attend a meeting. The section holds monthly meetings and the section liaison can take a more active role by attending our meetings on a more regular basis.		
SECTIONS ONLY: Please quantify your section's 2022-2023 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	None. We did attempt this for a time, but had difficulty with the information becoming stale before the board approved the newsletter for publication	Newsletters/publications produced
	2	Mini-CLEs produced
	0	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA

	0	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity
	1- Annual member meeting	Receptions/forums hosted or co-hosted
	0 – we lack the funds for this at this time	Scholarships, Donations, & Grants
	12 – we hold a monthly open meeting and have encouraged new member attendance	New Lawyer Outreach events/benefits
	Click or tap here to enter text.	Other (please describe): Click or tap here to enter text.
SECTIONS ONLY: Please quantify your section's 2022-2023 legislative activity.	28	Bills Reviewed
	28	Bills tracked
	0	Comments proposed
	0	Bills proposed/drafted

Entity Detail Report: ***To Be Completed by WSBA Staff***	
Number of Entity Members/Section Executive Committee Members:	*11*
Number of Section Members: *As of September 1, 2023. Note: The Section Membership year runs on the calendar year.*	*71*
Number of Applicants for FY24 Positions: *October 1, 2023 – September 30, 2024*	*1*
Do you have vacant positions for the coming year, FY24?	*No*
FY23 Budgeted Direct Expenses: *As of September 30, 2023.* *For Sections, this does not include the Per-Member-Charge.*	**$1,511**

FY23 Total Direct Expenses: *Draft estimate as of Dec. 1, 2023* *For Sections, this does not include the Per-Member-Charge.*	**$1,402**

[i] Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support is responsibility under GR 12.3, to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.

WASHINGTON STATE
BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT

FY 2022: October 1, 2021 – September 30, 2022

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2021 – September 30, 2022. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Monday, October 17: Please submit by emailing to Sections Program Specialist Carolyn MacGregor at carolynm@wsba.org.

Name of Entity:	Cannabis Law Section
Chair or Co-Chairs:	Alexis Hartwell-Gobeske
Staff Liaison: *(include name, job title, and department if known)*	Carolyn MacGregor
Board of Governors Liaison:	Erik Kaeding, Mary Rathbone
Purpose of Entity: *May be stated in Bylaws, Charter, Court Rule, etc.*	
The sections mission is to: provide education for its members on legal topics related to cannabis law; provide opportunities for engagement and networking for members; provide a forum for discussion about topics of common interest to members; provide advice to the bar on proposed legislation, court rules and other matters; provide resources and education to regulators and legislators; provide such other services as benefit the public and the bar.	
Strategy to Fulfill Purpose:	
Provide valuable CLE opportunities, hold monthly open section meeting that include discussion of current legal topics in the cannabis industry, provide a resources page as a valuable resource for members, and host an annual meeting of the members to facilitate discussion and obtain member feedback.	

How does the entity's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?	
The section furthers the mission of the board by hosting educational programing, networking events, and providing informational resources to its members. These actions assist with developing well informed, capable and highly competent legal practitioners within the field of cannabis law which aids integrity within the legal profession and serves the public.	
2021 -2022 Entity Accomplishments:	
The section increased member involvement by increasing and filling the number of EC position. A larger executive committee provides a wider range of ideas and perspectives. The section also hosted multiple mini-CLE seminars that were well attended and held monthly open meeting for the benefit of the section for planning and housekeeping purposes and the members as a forum for discussion of legal topics relevant to the members.	
Looking Ahead: 2022-2023 Top Goals & Priorities:	
1	**Increase the number of CLE seminars**
2	**Curate educational and networking opportunities for attorneys new to the practice of cannabis law**
3	**Seek input from the membership about possibly broadening the scope of section to include additional highly regulated and emerging industries**
4	**Maintain and update the Resources page**
5	**Foster diversity, equity, and inclusion within the section**
Please describe how this entity is addressing diversity, equity, and inclusion: *How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?*	
The section encourages diversity among its executive committee and membership – the executive committee is currently comprised of diverse individuals - those new to the practice of law, practitioners located in diverse areas of the state whose practice might vary from those in the greater Seattle area, and various age groups. The diverse makeup of the executive committee fosters a wide breadth of perspectives and opinions that help the section develop valuable and inclusive programming for its members. The section continues to make diversity and inclusion a priority at the executive committee level and within the membership as a whole and encourages the bar to provide suggestions as to how we can take further action to promote equitable conditions for members from historically underrepresented backgrounds.	
Please share feedback regarding the support and engagement provided by WSBA. *For example:* • *Quality of WSBA staff support/services, including technology solutions*	

• *Involvement with Board of Governors, including assigned BOG liaison* • *Ideas you have on ways WSBA can continue to strengthen/support your entity.*		
Carolyn MacGregor has been a wonderful resource for our section and has assisted the section through bylaw amendments, creating additional committee positions, and currently discussions on broadening the section scope. The board of governors liaison was not significantly involved in our section. The section holds monthly meetings and the section liaison can take a more active role by attending our meetings.		
SECTIONS ONLY: Please quantify your section's 2021-2022 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	0	Newsletters/publications produced
	2	Mini-CLEs produced
	0	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
	0	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity
	0	Receptions/forums hosted or co-hosted
	0	Recognitions/Awards given
	0	New Lawyer Outreach events/benefits
	Annual member meeting: 1	Other (please describe):
	Click or tap here to enter text.	Other (please describe):
SECTIONS ONLY: Please quantify your section's 2021-2022 legislative activity.	Click or tap here to enter text.	Bills reviewed
	Click or tap here to enter text.	Bills tracked
	Click or tap here to enter text.	Comments proposed
	Click or tap here to enter text.	Bills proposed/drafted
Entity Detail & Demographics Report: ***To Be Completed by WSBA Staff***		

Size of Entity:	*9*
Membership Size: **(for Sections Only)** *(As of September 30, 2022)*	*72*
Number of Applicants for FY23 *(October 1, 2021 – September 30, 2022)*	*9*
Number of current volunteer vacancies for this entity	*0*
FY22 Revenue ($): **For Sections Only:** *As of September 30, 2022*	*$1,798.57*
Direct Expenses: *As of September 30, 2022. For Sections, this does not include the Per-Member-Charge.*	**$1,359.75**

[i] Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support is responsibility under GR 12.3, to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.

WASHINGTON STATE
BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT

FY 2021: October 1, 2020 – September 30, 2021

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2020 – September 30, 2021. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, December 3: please submit by emailing to Sections Program Specialist Carolyn MacGregor carolynm@wsba.org.

Name of Entity:	Cannabis Law Section
Chair or Co-Chairs:	Sativa Rasmussen
Staff Liaison: *(include name, job title, and department if known)*	Carolyn MacGregor
Board of Governors Liaison:	Brett Purtzer
Purpose of Entity: *May be stated in Bylaws, Charter, Court Rule, etc.*	
The purposes of the Section shall be to: A. provide continuing legal and other education for its members in areas of common interest to legal professionals interested in cannabis law; B. provide opportunities for Section members to become better acquainted with other legal professionals with similar interests; C. provide services including education and networking for students interested in one of the fastest growing new practices of law; D. provide a forum for the exchange of ideas and discussion about issues of common interest to Section members; E. provide advice to the Bar, as requested, on proposed legislation, court rules, and other matters; F. provide resources and education to legislators and regulators; and G. undertake such other services that may be of benefit to the public and the Bar	
Strategy to Fulfill Purpose:	

The Section aims to fulfill its stated purpose through the mechanisms outlined above (e.g., hosting continuing legal educations seminars and other networking opportunities, as well as providing information and resources to its members and the legal community).

How does the entity's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?

The Section's purpose is directly aligned with the mission of the WSBA. Through the Section's hosting of educational programs and networking events and its provision of informational materials and resources, the Section is serving both the public and the members of the Bar to the benefit of the legal profession as a whole.

2020-2021 Entity Accomplishments:

In 2021, the Section has continued to focus on growing our membership as well as being a resource for our current members. For example, we held a very well-attended virtual mini-CLE in conjunction with the Civil Rights Section which was focused on the evolution of conscious altering substances in the US and the disproportionate impact such laws have had on minorities. We also published a newsletter for our members and we continue to build out our repository of resources with regular updates made on our Section page.

Looking Ahead: 2021-2022 Top Goals & Priorities:

1	Increase Membership and Awareness
2	Education (Mini-CLEs, half and full day CLEs, publications, etc.)
3	Enhancing Collegiality with Other Sections
4	Recruit New, Diverse Members to the Executive Committee and the Section
5	Increase Engagement of Current Members

Please report how this entity is addressing diversity, equity, and inclusion:
How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?

The Section has and continues to engage lawyers from diverse backgrounds. We are proud to have several members of the Executive Committee who are women, people of color and under the age of thirty/over the age of 60. This diversity of opinions and viewpoints helps contribute to better decision-making and a culture of inclusion. Additionally, one of our goals for the coming year is to continue to increase diversity on the Committee and within the Section in an effort to make both as representative of the legal professions as possible.

Please describe the relationship with WSBA staff and the Board of Governors.
For example:

- *Quality of WSBA staff support/services*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

So far, we have had tremendous support from the WSBA and specifically our Section Liaison, Carolyn MacGregor, as we attempt to bring this fledgling section to a fully functioning section that is representative of the WSBA.		
SECTIONS ONLY: Please quantify your section's 2020-2021 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	1	Newsletters/publications produced
	1	Mini-CLEs produced
	Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
	Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity
	2	Receptions/forums hosted or co-hosted
	Click or tap here to enter text.	Recognitions/Awards given
	Click or tap here to enter text.	New Lawyer Outreach events/benefits
	Click or tap here to enter text.	Other (please describe):

Entity Detail Report: ***To Be Completed by WSBA Staff***	
Size of Entity:	7
Membership Size: **(for Sections Only)** *(As of September 30, 2021)*	94
Number of Applicants for FY22 Positions *(October 1, 2021 – September 30, 2022)*	3 (includes Young Lawyer Liaison)
How many current volunteer position vacancies for this entity?	0
FY21 Revenue ($): **For Sections Only:** *As of September 30, 2021*	$1,707
Direct Expenses:	$0

As of September 30, 2021. For Sections, this does not include the Per-Member-Charge.	

[i] The Access to Justice Board (not regulatory, but applicable to the distinction herein) and Regulatory Boards (Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) are not required by Bylaws or Court Rule submit an annual report to WSBA. However, as part of the administration of monitoring of Regulatory Boards, the Boards listed herein typically provide an annual report to the Court and WSBA should be provided this same report an annual basis.

WASHINGTON STATE
BAR ASSOCIATION

2020 SECTION ANNUAL REPORT
January 1 - December 31, 2020
Deadline: Friday, December 4, 2020

Name of the Section:	*Cannabis Law Section*	
Chair:	*Sativa Rasmussen*	
Section Information: **To be completed by WSBA Staff**	Membership Size: *(As of December 1, 2020)*	112
	Staff Lead:	Eleen Trang
	BOG Liaison:	Brett Purtzer
	FY20 revenue ($): *As of September 30, 2020*	$2,653.43
	FY20 direct expenses ($): *(As of September 30, 2020; does not include the Per-Member-Charge)*	$12
Purpose: *(Usually stated in the Section's Bylaws)*	*The purposes of the Section shall be to:* *A. provide continuing legal and other education for its members in areas of common interest to legal professionals interested in cannabis law;* *B. provide opportunities for Section members to become better acquainted with other legal professionals with similar interests;* *C. provide services including education and networking for students interested in one of the fastest growing new practices of law;* *D. provide a forum for the exchange of ideas and discussion about issues of common interest to Section members;* *E. provide advice to the Bar, as requested , on proposed legislation, court rules, and other matters;* *F. provide resources and education to legislators and regulators; and* *G. undertake such other services that may be of benefit to the public and the Bar.*	
2020 Accomplishments and Work in Progress:	*In 2020, the Section has focused on growing our membership as well as being resource for our current members. We held a well-attended virtual mini-CLE on topics and trends in Cannabis Law throughout the US, and*	

	published two newsletters for our members. We are also building out our repository of resources on our Section page to better serve our members.	
Please quantify your section's current member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	**Quantity**	**Member Benefit**
		Scholarships, donations, grants awarded ($ amount)
		Law school outreach events/benefits hosted
		Legislative bills reviewed/drafted
	2	Newsletters/publications produced
	1	Mini-CLEs produced
		Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
		Co-sponsored half-day, full-day and/or multi-day CLE seminars with non-WSBA entity
		Receptions/forums hosted or co-hosted
		Recognitions/Awards given
		New Lawyer Outreach events/benefits
		Other (please describe):
Looking Ahead: Goals & Priorities for 2021 (Top 5)	**1**	*Increase Membership and Awareness*
	2	*Education (Mini-CLEs, half and full day CLEs, publications, etc.)*
	3	*Enhancing Collegiality with Other Sections*
	4	*Recruit New, Diverse Members to the Executive Committee and the Section*
	5	*Increase Engagement of Current Members*

Please report how this section is addressing diversity:

(Are you using any of the tools provided by WSBA and if so, how? Have you sought out training or consultation from the Diversity Specialist? How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your section done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession?)

The Section has and continues to engage lawyers from diverse backgrounds. We are proud to have several members of the Executive Committee who are women, people of color and under the age of thirty/over the age of 60. This diversity of opinions and viewpoints helps contribute to better decision-

making and a culture of inclusion. Additionally, one of our goals for the coming year is to continue to increase diversity on the Committee and within the Section in an effort to make both as representative of the legal professions as possible.

Please report how this section is addressing professionalism:
(Does the section's work promote respect and civility within the legal community? Does it seek to improve relationships between and among lawyers, judges, staff and clients? Does it raise awareness about the causes and/or consequences of unprofessional behavior?)

The Section is conscientious about developing an understanding among its members that the practice of Cannabis Law, being largely agency regulated, requires it members to work in conjunction with these agencies for the benefit of its clients, and that the legal profession as a whole will benefit from increased positive relations with the staff of these agencies. We will also seek to engage more thoroughly with ALJ and administrative attorneys who represent these agencies, through networking events that promote engaging and useful conversations about both the Section and the profession.

Please report how this section is integrating new and young lawyers into its work:
(How have you brought new and young lawyers into your decision making process? Has the section supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities?)

The Section's annual meeting and networking event provides new and young lawyers an opportunity to meet and network with experienced attorneys in the field. Additionally, two of the members of the Section's Executive Committee are under the age of thirty, which helps to ensure that new and young lawyers have a voice in the overall decision-making process of the Section.

Please describe your Executive Committee's relationship with WSBA staff and the Board of Governors.
For example:

- *Quality of WSBA staff support/services provided to Section Executive Committee*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support services to sections.*

So far, we have had tremendous support from the WSBA and specifically our Section Liaison, Eleen Trang, as we attempt to bring this fledgling section to a fully functioning section that is representative of the WSBA.

Note: Annual Reports will be provided to the WSBA Executive Director and Board of Governors and will be posted on your section's webpage. We encourage you to share the Annual Report with your BOG liaison and section membership.

Reports are scheduled to be included in the January 2021 BOG Meeting Materials.

Return by December 4, 2020 to eleent@wsba.org

CANNABIS LAW SECTION

The ***CANNABIS LAW SECTION*** provides networking and education opportunities to attorneys who practice in, or are interested in, cannabis law. The Section serves as a repository of information to guide practitioners through this highly technical area of law and is comprised of a network of highly skilled practitioners working together to interpret the rules and regulations in order to further best practices guidelines for this growing industry.

TOTAL MEMBERS AS OF DEC. 31, 2020

113

New/Young Lawyers	30.97%

Member Locations

King County	46.90%
Peninsula & Southern WA	7.96%
Central & Eastern WA	9.73%
Northern WA	3.54%

Employment

Public Sector/Government	7.08%
In-House	13.27%
Solo	19.47%
Small Firm (2 – 10)	37.17%
Medium Firm (11 – 50)	12.39%
Large Firm (51+)	23.01%

SECTION ACCOMPLISHMENTS JAN. 1, 2020 – DEC. 31, 2020

1 Mini-CLE

2 Newsletters

HIGHLIGHTS OF THE YEAR JAN. 1, 2020 – DEC. 31, 2020

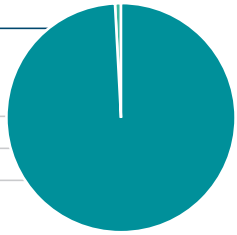
- Focused on growing membership as well as being a resource for current members.
- Held a well-attended virtual Mini-CLE on topics and trends in Cannabis Law throughout the US.
- Building out a repository of resources on the Section's webpage to better serve members.

SECTION FINANCIAL REVIEW OCT. 1, 2019 – SEP. 30, 2020

Dues	$25.00
Total Revenue (actual)	$2,653.43
Total Expenses (actual)	$1,999.50
Total Fund Balance (actual)	$2,647.46

Expenses (actual)

Member Benefits	$0.00	0.00%
Per-Member Charge	$1,987.50	99.40%
CLE-Related	$12.00	0.60%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report

Cannabis Law Section

FY2021

WSBA SECTIONS YEAR IN REVIEW
OCTOBER 1, 2020 – SEPTEMBER 30, 2021

The ***CANNABIS LAW SECTION*** works to connect, inform, guide, and support practitioners in this fast-growing and highly technical area of law. The Section is comprised of a network of highly skilled practitioners working together to interpret the rules and regulations in order to further best practices guidelines for this growing industry.

SECTION ACCOMPLISHMENTS

1 **Mini-CLE**	1 **Newsletter**
2 **Receptions/Forums Hosted**	

HIGHLIGHTS OF THE YEAR

- Continued to focus on growing membership as well as being a resource for current members.
- Held a very well-attended virtual Mini-CLE in conjunction with the Civil Rights Law Section, focused on the evolution of conscious-altering substances in the U.S. and the disproportionate impact such laws have had on minorities.
- Published a newsletter for their members and continues to build out their repository of resources with regular updates made on the Section's webpage.

TOTAL MEMBERS

AS OF DEC. 31, 2021

95

Young Lawyers	31.58%

MEMBER LOCATIONS

King County	2.11%
Peninsula & Southern WA	11.58%
Central & Eastern WA	10.53%
Northern WA	6.32%

EMPLOYMENT

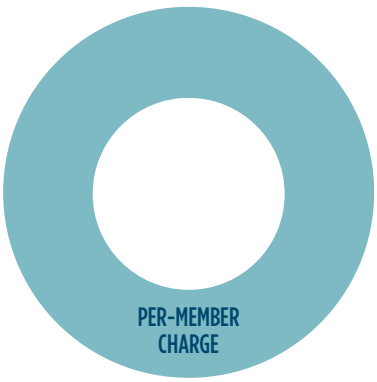
Public Sector/Government	11.58%
In-House	11.58%
Solo	18.95%
Small Firm (2 – 10)	34.74%
Medium Firm (11 – 50)	18.95%
Large Firm (51+)	18.95%

SECTION FINANCIAL REVIEW

Dues	$25.00
Total Revenue (actual)	$1,707.18
Total Expenses (actual)	$1,240.78
Total Fund Balance (actual)	$3,113.86

EXPENSES (actual)

Member Benefits	$0.00	0.00%
Per-Member Charge	$1,240.78	100.00%
CLE-Related	$0.00	0.00%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report

2022 Section InfoSheet Worksheet	
Section:	**Liquor, Cannabis, and Psychedelics Law Section**
Description:	The Liquor, Cannabis, and Psychedelics Law Section* provides networking and education opportunities to attorneys who practice in, or are interested in, these areas of law. The Section serves as a repository of information to guide practitioners through these highly technical areas of law and is comprised of a network of highly skilled practitioners working together to interpret the rules, regulations, and industry developments in order to further best practice guidelines for these developing and established industries.
Our Members:	
Total Memberships: *as of Dec. 31, 2022*	81 Young Lawyers: 27.16%
WA County:	King County: 43.21% Peninsula & Southern WA: 11.11% Central & Eastern WA: 17.28% Northern WA: 9.88%
Firm Type:	Public Sector/Government: 13.58% In-House: 22.22% Solo: 12.35% Small Firm (2 – 10): 24.69% Medium Firm (11 – 50): 14.81% Large Firm (51+): 13.58%
Section Accomplishments: Oct. 1, 2021 – Sept. 30, 2022	2 Mini-CLEs
Highlights of the Year: Oct. 1, 2021 – Sept. 30, 2022	• Increased member involvement by increasing and filling the number of Executive Committee positions. • Held monthly open meetings for the benefit of the Section for planning and housekeeping purposes, and as a forum for members to discuss legal topics relevant to those members.
Section Financial Review: Oct. 1, 2021 – Sept. 30, 2022 **Expenses (actual)**	Dues: $30.00 Total Revenue (actual): $4,286.13 Total Expenses (actual): $2,531.30 Total Fund Balance (actual): $11,674.99 *(for pie chart)* Member Benefits: $277.82 / 10.98% Per-Member-Charge: $2,041.58 / 80.65% CLE-Related: $62.00 / 2.45% Executive Committee: $149.90 / 5.92%
Sources:	*Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report*
** As of Jan 2023 BOG-approved section bylaws revision, Cannabis Law has a new title and expanded scope.*	

FY23

Liquor, Cannabis, and Psychedelics Law Section

The ***LIQUOR, CANNABIS, AND PSYCHEDELICS LAW SECTION*** provides networking and education opportunities to attorneys who practice in, or are interested in, these areas of law. The Section serves as a repository of information to guide practitioners through these highly technical areas of law and is comprised of a network of highly skilled practitioners working together to interpret the rules, regulations, and industry developments in order to further best practice guidelines for these developing and established industries.

SECTION ACCOMPLISHMENTS 10/1/22 – 9/30/23

2 Mini-CLEs	**1** Reception/Forum
12 New Lawyer Outreach Events/Benefits	**28** Legislative Bills Tracked

HIGHLIGHTS OF THE YEAR 10/1/22 – 9/30/23

- Engaged and sought input from the membership in broadening the scope of its section topics, resulting in the addition of "liquor" and "psychedelics" to the section's name and focus.
- Increased the number of CLEs the section provides by committing to at least one CLE program per quarter.
- Broadened the scope of CLEs to include education on both cannabis and liquor law issues.

OUR MEMBERS:

TOTAL MEMBERSHIPS 82
as of 12/31/23

Young Lawyers	28.05%

MEMBER LOCATIONS

King County	51.22%
Peninsula & Southern WA	8.54%
Central & Eastern WA	4.88%
Northern WA	4.88%

EMPLOYMENT

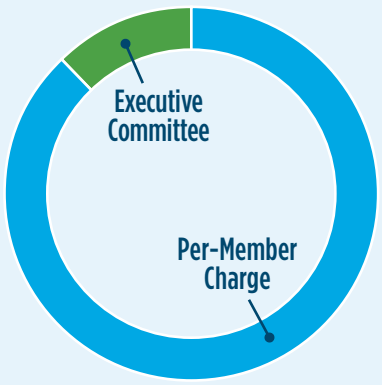
Public Sector/Government	7.32%
In-House	19.51%
Solo	18.29%
Small Firm (2 – 10)	30.49%
Medium Firm (11 – 50)	17.07%
Large Firm (51+)	14.63%

SECTION FINANCIAL REVIEW
10/1/22 – 9/30/23

Dues	$30.00
Total Revenue (actual)	$3,846.90
Total Expenses (actual)	$1,941.47
Total Fund Balance (actual)	$13,553.42

EXPENSES (ACTUAL)

Member Benefits	$0.00	0.00%
Per-Member Charge	$17,641.58	87.82%
CLE-Related	$0.00	0.00%
Executive Committee	$2,446.69	12.18%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, and WSBA Demographics Report

LIQUOR, CANNABIS, AND PSYCHEDELICS LAW SECTION

FISCAL YEAR 2024

The LIQUOR, CANNABIS, AND PSYCHEDELICS LAW SECTION provides networking and education opportunities to attorneys who practice in, or are interested in, these areas of law. The Section serves as a repository of information to guide practitioners through these highly technical areas of law and is comprised of a network of highly skilled practitioners working together to interpret the rules, regulations, and industry developments in order to further best practice guidelines for these developing and established industries.

TOTAL MEMBERS

AS OF DEC. 31, 2024

66

New/Young Lawyers	25.76%

Member Locations

King County	53.03%
Peninsula & Southern WA	13.64%
Central & Eastern WA	19.70%
Northern WA	6.06%

Employment

Public Sector/Government	10.71%
In-House	14.29%
Solo	10.71%
Small Firm (2 – 10)	25.00%
Medium Firm (11 – 50)	12.50%
Large Firm (51+)	21.43%

Section Accomplishments

OCT. 1, 2023-SEPT. 30, 2024

Mini-CLEs	4
Reception/Forum	1

HIGHLIGHTS OF THE YEAR

OCT. 1, 2023-SEPT. 30, 2024

- Hosted quarterly virtual Mini-CLEs to Section members for free.
- Held two successful in-person events, including a CLE at Gonzaga University followed by a wine mixer and networking event at Delille Cellars.
- Conducted an annual virtual meeting to gather member feedback, which led to the implementation of more virtual CLEs and non-CLE in-person events based on member preferences.
- Maintained monthly open Executive Committee meetings to discuss industry updates and encourage member participation, ensuring ongoing engagement and communication within the Section.

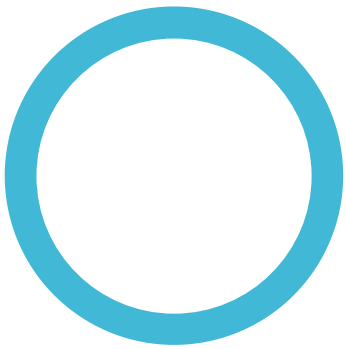
SECTION FINANCIAL REVIEW

OCT. 1, 2023-SEPT. 30, 2024

Dues	$30.00
Total Revenue (actual)	$4,010.58
Total Expenses (actual)	$2,058.78
Total Fund Balance (actual)	$15,596.22

Expenses (actual)

Member Benefits	$0.00	0.00%
Per-Member-Charge	$2,058.78	100.00%
CLE-Related	$0.00	0.00%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report

WASHINGTON STATE BAR ASSOCIATION

MEMORANDUM

TO: Washington State Bar Association Board of Governors
FROM: Member Engagement Council & Executive Committee of the Animal Law Section
DATE: August 6, 2026
RE: Recommendation for Continuance of the Animal Law Section Following Viability Review

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I. Background

Pursuant to Article XI.L.2 of the WSBA Bylaws, any WSBA section with fewer than 75 voting members for two consecutive years must undergo a section viability review. The Animal Law Section met this threshold, triggering the required review.

At the direction of the Board of Governors (BOG), the Member Engagement Council (MEC) initiated the viability review in June 2026 and:

- Developed viability review criteria, drawing on WSBA's bylaws, fiscal policy, and governance requirements.
- Submitted those criteria to the BOG, which approved the criteria on January 16, 2026.
- Coordinated with WSBA staff and Section leadership to gather background information, activity history, and membership context with respect to the Section.
- Conducted a viability review meeting with Section leadership on June 10, 2026, using a set of questions mapped to the BOG-approved viability review criteria to guide the discussion.

The MEC and Section leadership approached the review collaboratively, with the shared goal of providing a joint recommendation to the BOG regarding the section's future.

II. June 10, 2026, Viability Review Discussion with Animal Law Section Leadership

On June 10, 2026, the MEC met with Section leadership (specifically, Chair Leila Arefi-Pour and Secretary Adam Karp), using the approved evaluation criteria and review questions to guide discussion. Key themes from the discussion are summarized below.

A. Leadership Input

Animal Law Section leadership confirmed they were aware of the review, the underlying issues prompting the review, and the collaborative nature of the process, and indicated their strong desire to maintain the section, citing the importance of education and resources for practitioners. Section leadership acknowledged that it faces significant challenges in recruiting new members and sustaining energy, given that the executive committee (EC) currently only has three members.

B. Membership Threshold

The Section has not taken any steps in the past few years to increase membership. Section leadership observed that the Section's niche focus and lack of awareness among attorneys contribute to low membership. The MEC and WSBA staff discussed with Section leadership potential opportunities to reach out to law schools and practitioners in related fields (family law, animal control, personal injury) to generate interest in Section membership.

C. Section Activities

The Section has not been active in the past few years. It has not put on any CLEs, provided case law updates, sponsored networking or social events, nor has it pursued any other forms of member engagement. The Section has not submitted an annual report to the BOG for fiscal years 2021, 2023, and 2025. Past Section activities have included CLEs and case law updates. Section leadership recognizes the need to provide tangible member benefits to retain and attract members.

D. Executive Committee Functionality

The EC is not fully constituted and currently consists of only three members. The EC has not held regular meetings, and Section leadership has had difficulty in attracting new EC members. Section leadership does not have any formal succession planning. Similarly, Section leadership's capacity to develop programs is limited.

E. Fiscal Viability

As of June 30, 2026, the Section has a current fund balance of $12,506.36. For FY26, the Section budgeted for $3,349.14 in expenses, with YTD actuals amounting to $2,024.97.

III. Findings

The MEC finds that the Section:

- Serves a unique niche within the WSBA, with potential for broader impact through targeted collaboration and outreach.
- Has leadership that is committed to the Section but lacks the bandwidth to pursue programming or other forms of member engagement.
- Lacks a sufficient number of EC members to function adequately.
- Faces real but addressable membership challenges, largely related to the Section's niche subject matter and outreach constraints.
- Must deliver member benefits to demonstrate value and encourage participation.

IV. Recommendations for Strengthening Section Viability

1. Reconstitute the Executive Committee

- Prioritize recruiting additional EC members to meet minimum requirements under Section bylaws and ensure functional leadership.
- Work with WSBA staff to develop and execute a plan to recruit new EC members, including targeted communications to current Section members and practitioners in animal law and related fields.
- Hold regular EC meetings and adhere to WSBA reporting requirements (i.e. submission of annual reports to the BOG).

2. Deliver Member Benefits

- Launch a series of Mini-CLEs to provide immediate value to members.
- Offer "join the section" discount pricing for CLEs to incentivize membership growth.
- Explore collaborations with other sections (e.g., Family Law, Solo Small Practice Administrative Law) for joint programming.
- Develop a plan for providing other member benefits, e.g., case law updates, an active listserv, networking or other social events.

3. Enhance Communication and Outreach

- Increase visibility through articles in Bar News and Section Spotlights.
- Reach out to legal clinics and law schools with animal law chapters to tap into new practitioner pipelines.

4. Quarterly MEC Check-Ins

- Check-in on a quarterly basis with the MEC to report on Section progress in recruiting EC members and delivering member benefits. Such check-ins will be collaborative, with the shared goal of providing support to the Section, identifying and addressing challenges, and ensuring accountability.

V. Recommendation

We find that the Animal Law Section provides unique value, and although it faces structural challenges and has not delivered member benefits in recent years, is committed to rebuilding its leadership and programming.

We respectfully recommend that the Board of Governors approve the continuance of the Animal Law Section, subject to the implementation of the above Recommendations for Strengthening Section Viability.

Sincerely,

Matthew Dresden, Co-Chair of the Member Engagement Council
Mary Rathbone, Co-Chair of the Member Engagement Council
Leila Arefi-Pour, Chair of the Animal Law Executive Committee
Adam Karp, Treasurer of the Animal Law Executive Committee

Attachments:
Sections Viability Review Criteria and Process
Section Viability Review Questions
Animal Law Section 2026 Budget
Animal Law Section March 2026 Financial Statement
Animal Law Section Executive Committee History
Animal Law Section Annual Reports (2020-2025)
Animal Law Section Year in Review (2020-2025)
Animal Law Historical Membership Numbers

AI Disclosure: This memo was developed with assistance from Microsoft Co-Pilot and was reviewed by the MEC for accuracy.

Washington State Bar Association

Statement of Activities

For the Period from April 01, 2026 to April 30, 2026

58.33% OF YEAR COMPLETE

ANIMAL LAW SECTION

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET
REVENUE:					
SECTION DUES REVENUE	1,406.25	25.00	2,025.00	(618.75)	
FISCAL/MEMBERSHIP YEAR ADJUSTMENT**	493.75	-	634.49	(140.74)	
TOTAL SECTION DUES REVENUE	1,900.00	25.00	2,659.49	(759.49)	139.97%
MINI-CLE REVENUE	250.00	-	-	250.00	0.00%
TOTAL REVENUE:	**2,150.00**	**25.00**	**2,659.49**	**(509.49)**	**123.70%**
DIRECT EXPENSES:					
PER MEMBER CHARGE	1,054.69	18.75	1,518.75	(464.06)	
FISCAL/MEMBERSHIP YEAR ADJUSTMENT**	364.45	-	468.72	(104.27)	
TOTAL PER MEMBER CHARGE	1,419.14	18.75	1,987.47	(568.33)	140.05%
MINI-CLE EXPENSE	390.00	-	-	390.00	0.00%
MEMBERSHIP & RECRUITING EXP	10.00	-	-	10.00	0.00%
EXECUTIVE COMMITTEE EXPENSES	570.00	-	-	570.00	0.00%
LDSHIP/PROF DEVELOP/RETREATS	960.00	-	-	960.00	0.00%
TOTAL DIRECT EXPENSES:	**3,349.14**	**18.75**	**1,987.47**	**1,361.67**	**59.34%**
NET INCOME:	**(1,199.14)**	**6.25**	**672.02**		
FUND BALANCE AS OF 9/30/25:	13,705.52		13,705.52		
NEW FUND BALANCE:	**12,506.38**		**14,377.54**		

**As a reminder, a yearly accounting adjustment is made to section financials each Sept. and Oct. as it pertains to section dues revenue and the per-member charge expense lines to align section membership with the fiscal year.

Washington State Bar Association
Section Budget Comparison

			FY2025 Budget	FY2026 Budget	FY25 vs FY26 Comparison	% Change	FY2024 Actuals YTD	FY2025 Actuals YTD
SANIM	**ANIMAL LAW SECTION**							
REVENUE:								
	40500	INTEREST - INVESTMENTS	-	-	-		639	-
	41805	MINI-CLE REVENUE	250	250	-	0%	-	-
	48200	SECTION DUES REVENUE	1,481	1,406	(75)	-5%	1,914	1,850
	48225	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	494	494	-	0%	-	638
		TOTAL SECTION DUES REVENUE	**1,975**	**1,900**	**(75)**	**-4%**	**1,914**	**2,488**
	TOTAL REVENUE		**2,225**	**2,150**	**(75)**	**-3%**	**2,553**	**2,488**
DIRECT EXPENSES:								
	58300	EXECUTIVE COMMITTEE EXPENSES	570	570	-	0%	-	-
	58325	LDSHIP/PROF DEVELOP/RETREATS	960	960	-	0%	-	-
	58350	MEMBERSHIP & RECRUITING EXP	10	10	-	0%	-	-
	58400	PER MEMBER CHARGE	1,093	1,055	(38)	-4%	1,418	1,365
	58415	FISCAL/MEMBERSHIP YEAR ADJUSTMENT	365	364	(0)	0%	-	473
		TOTAL PER MEMBER CHARGE	**1,458**	**1,419**	**(39)**	**-3%**	**1,418**	**1,838**
	58620	MINI-CLE EXPENSE	390	390	-	0%	-	-
	TOTAL DIRECT EXPENSES		**3,388**	**3,349**	**(39)**	**-1%**	**1,418**	**1,838**
NET INCOME (LOSS):			**(1,163)**	**(1,199)**	**(36)**	**3%**	**1,135**	**650**
NEW FUND BALANCE:			**11,486**	**10,287**	**(1,199)**	**-10%**	**12,649**	**13,298**

Animal Law Section Membership numbers

Year	**Voting Members**	**All members**	
12/31/2018	79	111	
12/31/2019	73	102	
12/31/2020	70	92	
12/31/2021	67	82	
12/31/2022	70	92	
12/31/2023	70	79	
12/31/2024	70	78	
12/31/2025	71	77	
3/1/2026	74	79	

Animal Law EC	FY26	FY25	FY24	FY23	FY22
Chair	X	X	X	X	X
Chair-elect					X
Secretary	X	X	X	X	X
Treasurer	X	X	X	X	
Immed. Past Chair					X
At-Large (4 total)	0	1	4	3	2

WASHINGTON STATE
BAR ASSOCIATION

2020 SECTION ANNUAL REPORT
January 1 - December 31, 2020
Deadline: Friday, December 4, 2020

Name of the Section:	*Animal Law Section*	
Chair:	*Gemma Zanowski*	
Section Information: **To be completed by WSBA Staff**	Membership Size: *(As of December 1, 2020)*	94
	Staff Lead:	Eleen Trang
	BOG Liaison:	Lauren Boyd
	FY20 revenue ($): *As of September 30, 2020*	$2,603.22
	FY20 direct expenses ($): *(As of September 30, 2020; does not include the Per-Member-Charge)*	$750.70
Purpose: *(Usually stated in the Section's Bylaws)*	The purpose of the Section shall be to seek the participation of all interested members of the Bar and other interested non-Bar members, to increase connection to issues relevant to animals and the human-animal interrelationship.	
2020 Accomplishments and Work in Progress:	We were relatively inactive in 2020, given the pandemic. We are looking forward to a 2021 where we can network with peers nationally, coordinate the Animal Law Summit, and continue our work on a joint CLE with bordering states' animal law sections.	
	Quantity	**Member Benefit**

Please quantify your section's current member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*		Scholarships, donations, grants awarded ($ amount)
		Law school outreach events/benefits hosted
	5-10	Legislative bills reviewed/drafted
		Newsletters/publications produced
		Mini-CLEs produced
		Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
		Co-sponsored half-day, full-day and/or multi-day CLE seminars with non-WSBA entity
		Receptions/forums hosted or co-hosted
		Recognitions/Awards given
		New Lawyer Outreach events/benefits
		Other (please describe):
Looking Ahead: Goals & Priorities for 2021 (Top 5)	**1**	**Plan and hold 2 mini CLEs on timely animal law topics**
	2	**Plan, coordinate and participate in the next Animal Law Summit**
	3	**Recruit new members and leadership with diversity a priority**
	4	**Increase interaction and involvement on listserv**
	5	**Investigate prospect of law school events/partnerships**

Please report how this section is addressing diversity:

(Are you using any of the tools provided by WSBA and if so, how? Have you sought out training or consultation from the Diversity Specialist? How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your section done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession?)

We have not used any tools provided by the WSBA and are still unaware of what those tools are. We would be interested in learning about these tools and what the Diversity Specialist can help us with. We do not know how to contact these people. We are always interested in increasing diversity of our section and board leadership. We are a small section and historically do not generate a large pool of candidates for board membership. We are interested in working with the law schools to explore and encourage diversity, particularly as law school demographics shift. Animal law is an emerging area of legal practice that typically attracts younger lawyers/law students.

Please report how this section is addressing professionalism:
(Does the section's work promote respect and civility within the legal community? Does it seek to improve relationships between and among lawyers, judges, staff and clients? Does it raise awareness about the causes and/or consequences of unprofessional behavior?)

Our section is small, many of the members close, and professionalism has never been an issue within the section. Any inappropriate or disrespectful listserv or email content would be promptly deleted, and any serious lack of professionality reported to the WSBA.

Please report how this section is integrating new and young lawyers into its work:
(How have you brought new and young lawyers into your decision making process? Has the section supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities?)

Animal law is an emerging practice area that attracts young lawyers, both for pro bono and other opportunities. We often work with law and undergraduate students on animal-law related projects. We are interested in law school outreach. We also historically have offered scholarship to attend out mini CLEs or animal law summit.

Please describe your Executive Committee's relationship with WSBA staff and the Board of Governors.
For example:

- *Quality of WSBA staff support/services provided to Section Executive Committee*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support services to sections.*

We have minimal relationship. See our 2018/2019 report. Same issues as always and no real response from WSBA. We mostly hear from you when our annual report is due.

Note: Annual Reports will be provided to the WSBA Executive Director and Board of Governors and will be posted on your section's webpage. We encourage you to share the Annual Report with your BOG liaison and section membership.

Reports are scheduled to be included in the January 2021 BOG Meeting Materials.

Return by December 4, 2020 to eleent@wsba.org

WASHINGTON STATE
BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT

FY 2022: October 1, 2021 – September 30, 2022

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2021 – September 30, 2022. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Monday, October 17: Please submit by emailing to Sections Program Specialist Carolyn MacGregor at carolynm@wsba.org.

Name of Entity:	Animal Law Section of the WSBA
Chair or Co-Chairs:	Leila Arefi-Pour
Staff Liaison: *(include name, job title, and department if known)*	Carolyn MacGregor
Board of Governors Liaison:	Nam Nguyen and Kari Petrasek
Purpose of Entity: *May be stated in Bylaws, Charter, Court Rule, etc.*	
The purpose of the Section shall be to seek the participation of all interested members of the Bar and other interested non-Bar members.	
Strategy to Fulfill Purpose:	
By providing a forum for members to exchange ideas, study, and understand laws, regulations, and case law pertaining to all areas of Animal Law. By providing full-day, half-day and mini CLEs for the benefit of section members, other interested members of the Bar and other interested non-Bar members; by sending representatives from the Section to speak at and participate in the annual Animal Law Summit; and by holding regular meetings to conduct the business of the Section. By publishing and furnishing to members of the section written materials and documents subject to approval by the Bar and/or the Continuing Legal Education Committee of the Bar to further the objectives of the Section. 4 By providing an animal law list serve to members. By publishing informational pamphlets to the public on legal issues pertaining to animals. By undertaking such	

other service consistent with these and the Bar's Bylaws, and applicable rules and policies, as may be of benefit to the members, the legal profession, and the public. By acting as a liaison between the Bar, its Board of Governors, Animal Law Sections of other States, counties, and cities

How does the entity's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?

The Animal Law Section's purpose helps further the mission of the WSBA by providing resources, a forum for professionals handling animal related cases, information, and educational opportunities. Animal law and animal related cases are a niche area of the law. There are generally no or very few specific laws that are dedicated to the practice of animal law. So, practitioners taking on animal cases must think outside the box and employ laws from every area of law. Without the animal law section, this important area of law would go unrecognized by the bar essentially ignoring the suffering of our nonhuman animal friends and the attorneys who take on these difficult cases.

2021 -2022 Entity Accomplishments:

Animal Law CLE 10/12/2022- Animal Law in Practice- A Collection of Case Studies.

Looking Ahead: 2022-2023 Top Goals & Priorities:

1	**Listserv updates**
2	**Mini CLE's and 2023 CLE**
3	**Form bank for animal law cases**
4	**Guides for practitioners on state laws.**
5	**Advice for Law students wishing to pursue animal law as part of their practice in WA.**

Please describe how this entity is addressing diversity, equity, and inclusion:
How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?

In selecting its nominees, it has been the responsibility of the nominating committee to bear in mind the need for broad representation on the executive committee, based on geography, diversity of practice, special expertise, and other factors of diversity.

Please share feedback regarding the support and engagement provided by WSBA.
For example:

- *Quality of WSBA staff support/services, including technology solutions*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

Sally Romero and Rex Nolte were invaluable for the CLE. We could not have done it without them.

SECTIONS ONLY: Please quantify your section's 2021-2022 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	Click or tap here to enter text.	Newsletters/publications produced
	Click or tap here to enter text.	Mini-CLEs produced
	Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
	Click or tap here to enter text.	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity
	Click or tap here to enter text.	Receptions/forums hosted or co-hosted
	Click or tap here to enter text.	Recognitions/Awards given
	Click or tap here to enter text.	New Lawyer Outreach events/benefits
	Click or tap here to enter text.	Other (please describe):
	Click or tap here to enter text.	Other (please describe):
SECTIONS ONLY: Please quantify your section's 2021-2022 legislative activity.	Click or tap here to enter text.	Bills reviewed
	Click or tap here to enter text.	Bills tracked
	Click or tap here to enter text.	Comments proposed
	Click or tap here to enter text.	Bills proposed/drafted

Entity Detail & Demographics Report: ***To Be Completed by WSBA Staff***	
Size of Entity:	*9*
Membership Size: **(for Sections Only)** *(As of September 30, 2022)*	*90*

Number of Applicants for FY23 *(October 1, 2021 – September 30, 2022)*	*0*
Number of current volunteer vacancies for this entity	*7*
FY22 Revenue ($): **For Sections Only:** *As of September 30, 2022*	*$2,114.46*
Direct Expenses: *As of September 30, 2022. For Sections, this does not include the Per-Member-Charge.*	*$1,527.67*

[i] Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support is responsibility under GR 12.3, to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.

WASHINGTON STATE BAR ASSOCIATION

WSBA SECTION ANNUAL REPORT

FY 2024: October 1, 2023 – September 30, 2024

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2023 – September 30, 2024. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, October 11: please submit by emailing to Carolyn MacGregor (carolynm@wsba.org).

Name of Section:	Animal Law Section
Chair or Co-Chairs:	Leila Arefi-Pour (Chair)
Staff Liaison: *(include name, job title, and department if known)*	Carolyn MacGregor, Sections Program Specialist, Advancement Department
Board of Governors Liaison:	Mary Rathbone
Purpose: *May be stated in Bylaws, Charter, Court Rule, etc.*	
The purpose of the Section shall be to seek the participation of all interested members of the Bar and other interested non-Bar members.	
Strategy to Fulfill Purpose:	
By providing a forum for members to exchange ideas, study, and understand laws, regulations, and case law pertaining to all areas of Animal Law, By providing full-day, half-day and mini CLEs for the benefit of section members, other interested members of the Bar and other interested non-Bar members; by sending representatives from the Section to speak at and participate in the annual Animal Law Summit; and by holding regular meetings to conduct the business of the Section, By publishing and	

furnishing to members of the section written materials and documents subject to approval by the Bar and/or the Continuing Legal Education Committee of the Bar to further the objectives of the Section, By providing an animal law list serve to members, By publishing informational pamphlets to the public on legal issues pertaining to animals, By undertaking such other service consistent with these and the Bar's Bylaws, and applicable rules and policies, as may be of benefit to the members, the legal profession, and the public, By acting as a liaison between the Bar, its Board of Governors, Animal Law Sections of other States, counties, and cities.
How does the section's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?
By providing a forum for members to exchange ideas, study, and understand laws, regulations, and case law pertaining to all areas of Animal Law.
Top 2023 -2024 Section Accomplishments:
Next Fiscal Year: 2024-2025 Top SMART Goals & Priorities: *Tip: SMART Goals are: Specific Measurable, Relevant and Time-Bound* *Use this worksheet (under 'Leadership') to develop your SMART goals and then summarize below in 1-2 sentences.*

1	**Plan annual CLE for the Fall**
2	**Grow membership**
3	**Recruit solid leadership for the board**

Looking Ahead: *Please share any long-term goals and/or priorities that your entity aims to address.*	
1	
2	
3	

Please describe how this entity is addressing diversity, equity, and inclusion: *How have you elicited input from a variety of perspectives in decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive and eventually lead in the profession? Other?*

Our board is currently diverse, we are aware of issues related to animal law that affect under represented members of our community and strive to always highlight those issue when we have the opportunity to do so, our section is small; however, we are always on the lookout for new members regardless of their age, sex, nationality, religion, etc and welcome anyone who wants to join.
Please share feedback regarding the support and engagement provided by WSBA. *For example:* • *Quality of WSBA staff support/services, including technology solutions* • *Involvement with Board of Governors, including assigned BOG liaison* • *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

Please quantify your section's 2023-2024 member benefits: *For example:* • *$3000 Scholarships, donations, grants awarded;* • *4 mini-CLEs produced*	
	Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
	Co-sponsored half-day, full-day and/or multi-day CLE seminars with *non*-WSBA entity.
	Receptions/forums hosted or co-hosted
	$ amount given through donations/scholarships/grants.
	Newsletters/publications produced
	Mini-CLEs produced
	New Lawyer Outreach events/benefits
	Recognitions/Awards given
	Other (please describe):

SECTION DATA *To Be Completed by WSBA Sections Team*		
Section Membership Information:	78	**Membership Size**: *(As of September 30, 2024)*
	$2,553.03	**FY24 Revenue ($):** **For Sections Only**: *As of September 30, 2024*
	$1,418.05	**Direct Expenses**: *As of September 30, 2023. For Sections, this does not include the Per-Member-Charge.*
Section Executive Committee Information:	9	**Size of Executive Committee**: *(include and specify voting and non-voting positions)*
	7	**Number of Vacancies for FY25:** *The number of positions with terms beginning October 1, 2024 (FY25).*
	4	**Number of Applicants for FY25**: *Applications submitted in the Spring-Summer of 2024 for terms beginning October 1, 2024 (FY25)*

[i] Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support is responsibility under GR 12.3, to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.

Animal Law Section

FY2021

WSBA SECTIONS YEAR IN REVIEW
OCTOBER 1, 2020 – SEPTEMBER 30, 2021

The ***ANIMAL LAW SECTION*** seeks the participation of WSBA members and other parties interested in increasing connection to issues relevant to animals and the human-animal interrelationship, which includes landlord/tenant, criminal, wills and trusts, personal injury and tort claims, nonprofit corporations, agricultural, local government, and administrative law.

SECTION ACCOMPLISHMENTS

1 **Sponsored CLE**

HIGHLIGHTS OF THE YEAR

- Held a Mini-CLE in partnership with the World Peace Through Law Section in May 2021. Although COVID-19 has impacted their advocacy efforts, the Section is working on modifications for the coming year so that it can continue service to the WSBA, the section members, legal professionals in Washington, and animals.

TOTAL MEMBERS

AS OF DEC. 31, 2021

83

Young Lawyers	13.25%

MEMBER LOCATIONS

King County	37.35%
Peninsula & Southern WA	9.64%
Central & Eastern WA	10.84%
Northern WA	4.82%

EMPLOYMENT

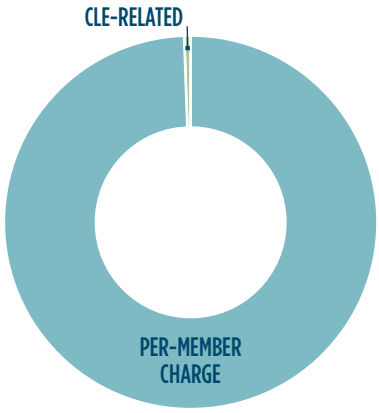
Public Sector/Government	10.84%
In-House	16.87%
Solo	33.73%
Small Firm (2 – 10)	18.07%
Medium Firm (11 – 50)	9.64%
Large Firm (51+)	3.61%

SECTION FINANCIAL REVIEW

Dues	$25.00
Total Revenue (actual)	$1,666.73
Total Expenses (actual)	$1,110.43
Total Fund Balance (actual)	$9,897.35

EXPENSES (actual)

Member Benefits	$0.00	0.00%
Per-Member Charge	$1,104.43	99.46%
CLE-Related	$6.00	0.54%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report

Animal Law Section

WSBA SECTIONS YEAR IN REVIEW FY22

OCTOBER 1, 2021 – SEPTEMBER 30, 2022

The ***ANIMAL LAW SECTION*** seeks the participation of WSBA members and other parties interested in increasing connection to issues relevant to animals and the human-animal interrelationship, which includes landlord/tenant, criminal, wills and trusts, personal injury and tort claims, nonprofit corporations, agricultural, local government, and administrative law.

SECTION ACCOMPLISHMENTS

1 Planned for full-day CLE program in Oct. 2022: Animal Law in Practice – A Collection of Case Studies

TOTAL MEMBERSHIPS 94

as of Dec. 31, 2022

Young Lawyers	15.96%

WA COUNTY

King County	45.74%
Peninsula & Southern WA	10.64%
Central & Eastern WA	9.57%
Northern WA	6.38%

FIRM TYPE

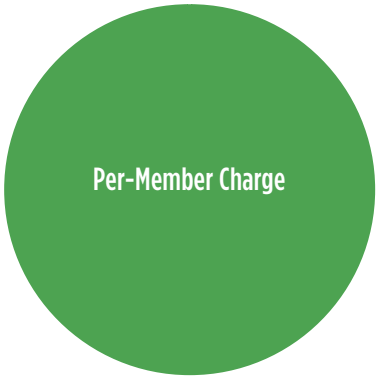
Public Sector/Government	7.45%
In-House	12.77%
Solo	28.72%
Small Firm (2 – 10)	17.02%
Medium Firm (11 – 50)	8.51%
Large Firm (51+)	2.13%

SECTION FINANCIAL REVIEW

Dues	$25.00
Total Revenue (actual)	$2,114.46
Total Expenses (actual)	$1,527.67
Total Fund Balance (actual)	$10,484.14

EXPENSES (ACTUAL)

Member Benefits	$0.00	0.00%
Per-Member Charge	$1,527.67	100.00%
CLE-Related	$0.00	0.00%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Membership Records

FY23

Animal Law Section

The ***ANIMAL LAW SECTION*** seeks the participation of WSBA members and other parties interested in increasing connection to issues relevant to animals and the human-animal interrelationship, which includes landlord/tenant, criminal, wills and trusts, personal injury and tort claims, nonprofit corporations, agricultural, local government, and administrative law.

HIGHLIGHTS OF THE YEAR 10/1/22 – 9/30/23

- Partnered with WSBA to produce the Animal Law in Practice: A Collection of Case Studies CLE.
- Held regular executive committee meetings.

OUR MEMBERS:

TOTAL MEMBERSHIPS 78
as of 12/31/23

Young Lawyers	15.38%

MEMBER LOCATIONS

King County	44.87%
Peninsula & Southern WA	6.41%
Central & Eastern WA	3.85%
Northern WA	7.69%

EMPLOYMENT

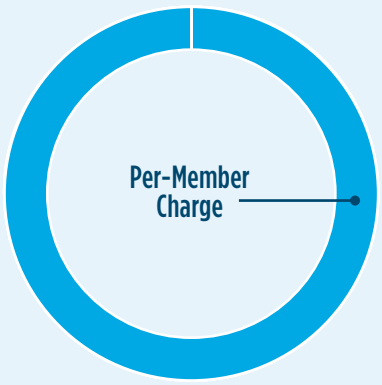
Public Sector/Government	8.97%
In-House	14.10%
Solo	32.05%
Small Firm (2 – 10)	21.79%
Medium Firm (11 – 50)	7.69%
Large Firm (51+)	3.85%

SECTION FINANCIAL REVIEW
10/1/22 – 9/30/23

Dues	$25.00
Total Revenue (actual)	$2,431.17
Total Expenses (actual)	$1,401.79
Total Fund Balance (actual)	$11,513.52

EXPENSES (ACTUAL)

Member Benefits	$0.00	0.00%
Per-Member Charge	$1,401.79	100.00%
CLE-Related	$0.00	0.00%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, and WSBA Demographics Report

ANIMAL LAW SECTION

FISCAL YEAR
2024

TOTAL MEMBERS

AS OF DEC. 31, 2024

78

New/Young Lawyers	16.67%

Member Locations

King County	56.41%
Peninsula & Southern WA	10.26%
Central & Eastern WA	19.23%
Northern WA	5.13%

Employment

Public Sector/Government	4.69%
In-House	9.38%
Solo	34.38%
Small Firm (2 – 10)	14.06%
Medium Firm (11 – 50)	9.38%
Large Firm (51+)	4.69%

The ANIMAL LAW SECTION seeks the participation of WSBA members and other parties interested in increasing connection to issues relevant to animals and the human-animal interrelationship, which includes landlord/tenant, criminal, wills and trusts, personal injury and tort claims, nonprofit corporations, agricultural, local government, and administrative law.

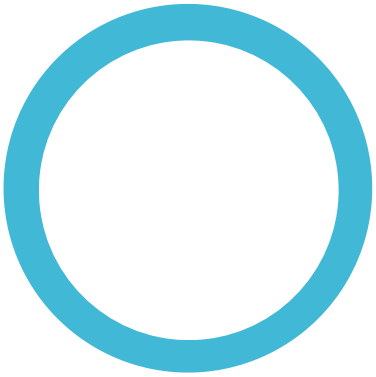
SECTION FINANCIAL REVIEW

OCT. 1, 2023-SEPT. 30, 2024

Dues	$25.00
Total Revenue (actual)	$2,553.03
Total Expenses (actual)	$1,418.05
Total Fund Balance (actual)	$12,648.50

Expenses (actual)

Member Benefits	$0.00	0.00%
Per-Member-Charge	$1,418.05	100%
CLE-Related	$0.00	0.00%
Executive Committee	$0.00	0.00%



Sources: Section Bylaws, Section Financial Reports, Section Annual Report, & WSBA Demographics Report

WASHINGTON STATE BAR ASSOCIATION

WSBA Sections Viability Review: Criteria and Process

Authority

The WSBA Board of Governors (BOG) oversees all WSBA Sections. Per Article XI.L.2 of the Bylaws, any section with fewer than 75 voting members for two consecutive years must undergo a viability review. The purpose is to determine if the section continues to fulfill the Bar's mission and provide value to the legal profession.

Evaluation Criteria

The Member Engagement Council (MEC) will assess sections using criteria from the WSBA Bylaws, Fiscal Policy, and other relevant policies to ensure a fair and consistent process.

1. Section Leadership Input

- Has leadership received notice and an opportunity to provide input?
- Does leadership wish to maintain the section? If so, what support is needed for fiscal viability and member value?
- If not, what support is needed to wind down or convert the section (e.g., to a council or task force)?

2. Membership Threshold

- Has the section had fewer than 75 voting members for two consecutive years?

3. Section Activities

- Is the section actively fulfilling the Bar's mission?
- Are members engaged in planning, participating in, and attending activities?

4. Executive Committee Functionality

- Does the section have a compliant, functioning executive committee (do they meet minimum Bylaw requirements)?
- Are committee positions regularly vacant?
- Is it difficult to attract members to serve?

5. Overlap with Other Sections

- Is there significant overlap in mission or membership with other sections that may justify consolidation?

6. Fiscal Viability

- Do annual revenues cover expenses without depleting the required fund balance?

- Is the fund balance appropriate for programming needs and fiscal policy? Is it sufficient for six months of programming in case of membership changes?
- Is the section avoiding excessive accumulation (more than two years of expenses)?
- Is there a plan to spend down excess reserves responsibly?

No single criterion determines viability. The MEC will consider all criteria collectively and collaborate with section leadership to develop a holistic recommendation.

WASHINGTON STATE BAR ASSOCIATION

Section Viability Review Questions

A. Leadership Input

1. Has your section leadership received notice of this review and had an opportunity to provide input?
2. Does your leadership wish to maintain the section? If yes, what specific support would help ensure fiscal viability and member value? If not, why?

B. Membership Threshold

4. What strategies have been attempted to increase membership in the past two years?
5. What barriers do you believe have contributed to membership remaining below 75 voting members?

C. Section Activities

6. How does your section currently fulfill the Bar's mission? Please provide examples of recent programs or initiatives. Click here for the WSBA Mission.
7. How engaged are members in planning and attending activities? What challenges exist in increasing participation?

D. Executive Committee Functionality

8. Does your Executive Committee (EC) meet regularly? If so, how often and by what method (e.g., in-person, virtual)?
9. Is your EC fully constituted? If not, what positions are vacant and does the EC have, at minimum, a Chair, Treasurer and Secretary (or Treasurer/Secretary)?
10. What barriers exist to attracting members to serve on the EC?
11. Does the EC have sufficient capacity to develop programs and benefits for members? If not, what additional support would help?
12. How does the EC ensure continuity and succession planning for leadership roles?

WASHINGTON STATE
BAR ASSOCIATION

Financial Reports

(Unaudited)

Year to Date June 30, 2026

Prepared by
Maggie Yu, Controller

Submitted by
Tiffany Lynch, Director of Finance
July 15, 2026

WASHINGTON STATE BAR ASSOCIATION

To: Board of Governors
Budget and Audit Committee

From: Terra Nevitt, Executive Director; Tiffany Lynch, Director of Finance; Maggie Yu, Controller

Re: Key Financial Benchmarks for the Preliminary Fiscal Year to Date (YTD) through June 30, 2026
As % of Completion to Annual Budget

	% of Year	Current Year % YTD	Current Year $ Difference Favorable/(Unfavorable)	Prior Year YTD	Comments
Total Salaries & Benefits	**75%**	**77%**	**$(304,196)**	**74%**	**Unfavorable to budget due to higher salaries, medical cost, and transportation allowance, and timing of unemployment insurance payments.**
Other Indirect Expenses*	**75%**	**64%**	**$547,111**	**68%**	**Favorable to budget due to timing of expenses for legal fees, workplace benefits, and HR and IT direct expenses.**
Total Indirect Expenses	**75%**	**74%**	**$242,915**	**73%**	**Favorable to budget resulting from other indirect expenses described above.**
General Fund Revenues	**75%**	**82%**	**$1,653,083**	**80%**	**Favorable to budget due to higher fee revenue for New Admittee licenses, Pro Hac Vice, Law Clerk, bar exam, and MCLE late fees, and timing of collection of reimbursements from sections.**
General Fund Indirect Expenses	**75%**	**74%**	**$244,586**	**73%**	**Favorable to budget as described for indirect expenses above.**
General Fund Direct Expenses	**75%**	**63%**	**$356,941**	**59%**	**Favorable to budget due to timing of program activities and meetings/events.**
General Fund Net	**75%**	**-271%**	**$2,254,610**	**156%**	**Favorable to budget for the reasons described above.**
CLE Revenue	**75%**	**67%**	**$(136,021)**	**73%**	**Unfavorable to budget due to lower seminar and digital video sales revenue and timing of collection of deskbook royalty payments.**
CLE Direct Expenses	**75%**	**49%**	**$112,736**	**40%**	**Favorable to budget due to timing of expenses for seminar activities.**
CLE Indirect Expenses	**75%**	**75%**	**$(4,522)**	**72%**	**Slightly unfavorable to budget due to quarterly vacation accrual adjustments and higher cost of medical benefits.**
CLE Net	**75%**	**96%**	**$(27,808)**	**29%**	**Favorable to budget due to timing of direct expenses.**

*Workplace benefits, Human Resources, meeting support, rent, taxes, furniture & maintenance, office supplies, depreciation, insurance, equipment, insurance, professional fees (legal & audit), internet & telephone, postage, records management, bank fees, Technology, etc.

Washington State Bar Association Financial Summary
Compared to Fiscal Year 2026 Budget
For the Period from June 01, 2026 to June 30, 2026

Category	Actual Revenues	Budgeted Revenues	Actual Indirect Expenses	Budgeted Indirect Expenses	Actual Direct Expenses	Budgeted Direct Expenses	Actual Total Expenses	Budgeted Total Expenses	Actual Net Result	Budgeted Net Result
Access to Justice	-	-	182,478	253,348	46,106	116,100	228,584	369,448	(228,584)	(369,448)
Admissions/Bar Exam	1,731,745	1,479,440	791,536	1,089,992	240,587	459,830	1,032,124	1,549,822	699,621	(70,382)
Advancement FTE		-	238,905	315,609	140	6,600	239,045	322,209	(239,045)	(322,209)
Bar News	455,022	529,600	247,305	331,526	302,945	382,945	550,250	714,471	(95,228)	(184,871)
Board of Governors	-	-	177,289	238,885	249,597	417,665	426,886	656,550	(426,886)	(656,550)
Conference & Broadcasting Services	-	-	62,330	83,138	-	-	62,330	83,138	(62,330)	(83,138)
Character & Fitness Board	-	-	120,097	159,981	11,737	23,050	131,833	183,031	(131,833)	(183,031)
Communications Strategies	657	3,000	557,604	741,101	148,288	189,015	705,892	930,116	(705,234)	(927,116)
Communications Strategies FTE		-	190,944	257,458	-	-	190,944	257,458	(190,944)	(257,458)
Discipline	89,270	85,000	4,780,286	6,614,175	119,184	185,509	4,899,469	6,799,684	(4,810,200)	(6,714,684)
Diversity	135,000	135,000	235,445	342,071	14,419	59,075	249,864	401,146	(114,864)	(266,146)
Entity Regulation	21,000	75,500	87,147	115,083	3,217	27,973	90,364	143,055	(69,364)	(67,555)
Facilities & Operations	-	-	568,459	746,702	1,802	2,565	570,261	749,267	(570,261)	(749,267)
Finance	578,091	600,000	906,465	1,225,253	3,647	4,920	910,112	1,230,173	(332,021)	(630,173)
Foundation	-	-	132,373	175,440	6,125	19,185	138,498	194,625	(138,498)	(194,625)
Human Resources	-	-	502,263	540,066	-	-	502,263	540,066	(502,263)	(540,066)
Law Clerk Program	271,433	224,000	128,241	177,416	46,532	67,409	174,772	244,825	96,661	(20,825)
Legislative	-	-	184,923	270,801	16,437	24,790	201,360	295,591	(201,360)	(295,591)
Legal Lunchbox	33,157	34,000	44,289	59,925	4,422	8,100	48,711	68,025	(15,554)	(34,025)
Licensing and Membership Records	496,973	494,260	591,317	807,725	25,132	22,680	616,449	830,405	(119,476)	(336,145)
Licensing Fees	13,419,483	17,652,266	-	-	-	-	0	-	13,419,483	17,652,266
Limited License Legal Technician	13,311	17,287	48,997	68,332	3,398	10,000	52,395	78,332	(39,084)	(61,045)
Limited Practice Officers	135,550	182,000	66,859	92,656	10,491	32,704	77,350	125,360	58,201	56,640
Mandatory CLE	1,146,875	1,338,250	520,914	694,269	109,716	153,032	630,630	847,301	516,245	490,949
Member Wellness Program	4,250	9,000	174,551	242,930	4,795	13,100	179,346	256,030	(175,096)	(247,030)
Member Services & Engagement	12,320	15,300	232,837	309,044	71,609	125,020	304,446	434,064	(292,126)	(418,764)
Mini CLE	-	-	99,091	134,341	-	-	99,091	134,341	(99,091)	(134,341)
New Member Education	125,792	142,000	87,513	118,278	2,473	3,700	89,986	121,978	35,806	20,022
Office of General Counsel	1,000	-	794,911	1,116,772	11,173	26,750	806,085	1,143,522	(805,085)	(1,143,522)
Office of the Executive Director	-	-	710,309	932,020	133,665	142,635	843,975	1,074,655	(843,975)	(1,074,655)
OGC-Disciplinary Board	-	-	158,647	210,543	107,054	136,245	265,701	346,788	(265,701)	(346,788)
Practice of Law Board	-	-	72,336	98,855	1,954	16,200	74,290	115,055	(74,290)	(115,055)
Practice Management Assistance	68,634	62,000	110,541	152,525	90,482	95,695	201,023	248,220	(132,390)	(186,220)
Professional Responsibility Program	-	-	158,553	216,787	2,775	7,990	161,328	224,777	(161,328)	(224,777)
Public Service Programs	132,639	132,635	213,731	310,124	(1,592)	12,700	212,139	322,824	(79,500)	(190,189)
Publication and Design Services	-	-	91,825	124,205	4,756	5,000	96,581	129,205	(96,581)	(129,205)
Regulatory Services FTE			306,969	425,472	1,540	12,590	308,509	438,062	(308,509)	(438,062)
Regulatory Reform	-	-	126,733	167,255	8,828	57,000	135,561	224,255	(135,561)	(224,255)
Sections Administration	395,034	275,000	238,990	322,943	484	2,400	239,474	325,343	155,560	(50,343)
Volunteer Engagement	-	-	185,282	253,536	18,995	36,301	204,277	289,836.58	(204,277)	(289,837)
Technology	-	-	748,405	959,791	-	-	748,405	959,791	(748,405)	(959,791)
Subtotal General Fund	**19,267,237**	23,485,538	**15,877,691**	**21,496,370**	**1,822,913**	2,906,473	**17,700,604**	24,402,843	**1,566,632**	**(917,304)**
Expenses using Facilities Reserve funds					(558)		(558)	(744)	558	744
Expenses using Special Project Reserve funds			(126,733)		(8,828)		(135,561)	(224,255)	135,561	224,255
Total General Fund - Net Result from Operations	**19,267,237**		**15,750,958**		**1,814,085**		**17,564,485**	**24,177,844**	**1,702,751**	**(692,306)**
Percentage of Budget	**82%**		**74%**		**63%**		**73%**			
CLE-Seminars and Products	1,000,038	1,491,745	791,356	1,048,807	144,320	313,153	935,676	1,361,960	64,362	129,785
CLE - Deskbooks	61,589	105,120	181,278	242,008	71,094	124,380	252,371	366,387	(190,782)	(261,267)
Total CLE	1,061,628	1,596,865	972,633	1,290,814	215,414	437,533	1,188,047	1,728,347	(126,419)	(131,482)
Percentage of Budget	**66%**		**75%**		**49%**		**69%**		-	-
Expenses using Facilities Reserve funds							0		**(126,419)**	**(131,482)**
Total CLE Fund - Net Result from Operations			**972,633**				**1,188,047**	**1,728,347**		
Total All Sections	671,233	653,316	-	-	718,144	1,091,122	718,144	1,091,122	(46,911)	(437,806)
Bench Bar Press-Restricted	6,985	-	-	-	7,060	-	7,060	0	(75)	-
Client Protection Fund-Restricted	894,991	945,480	142,859	194,280	47,478	507,100	190,337	701,380	704,653	244,100
Expenses using Facilities Reserve funds							-		-	-
Total CPF Fund - Net Result from Operations			**142,859**				**190,337**	**701,380**	**704,653**	**244,100**
Totals	**21,895,088**	**26,681,199**	**16,993,183**	**22,981,465**	**2,803,949**	**4,942,227**	**19,797,132**	**27,923,692**	**2,097,880**	**(1,242,493)**
Totals Net of Use of Facilities Reserve Funds			-		(558)		(558)		558	
Totals Net of Use of Special Project Reserve Funds			(126,733)		(8,828)		(135,561)	**27,698,693**	135,561	**(1,017,494)**
			16,866,450		**2,795,121**		**19,661,013**		**2,234,000**	
Percentage of Budget	**82%**		**74%**		**57%**		**71%**			

Summary of Fund Balances:	Fund Balances Sept. 30, 2025	2026 Budgeted Fund Balances	Fund Balances Year to date
Restricted Funds:			
Client Protection Fund	5,307,092	5,551,192	6,011,745
Bench Bar Press	1,110	1,110	1,035
Board-Designated Funds (Non-General Fund):			
CLE Fund Balance	1,233,727	1,102,244	1,107,307
Section Funds	2,164,531	1,726,725	2,117,620
Board-Designated Funds (General Fund):			
Operating Reserve Fund	2,500,000	2,500,000	2,500,000
Facilities Reserve Fund	159,925	159,181	159,367
Special Projects and Innovation Fund	616,067	391,813	480,506
Unrestricted Funds (General Fund):			
Unrestricted General Fund	6,754,154	6,061,848	8,456,905
Total General Fund Balance	**10,030,146**	**9,112,841**	**11,596,778**
Net Change in Total General Fund Balance		**(917,304)**	**1,566,632**
Total Fund Balance	**18,736,606**	**17,494,113**	**20,834,486**
Net Change In Fund Balance		**(1,242,493)**	**2,097,880**

Washington State Bar Association
Analysis of Cash Investments
As of June 30, 2026

Checking & Savings Accounts

General Fund

Checking

Bank	Account	Amount
Wells Fargo	General	1,177,274
	Total	

Investments	Rate (yield)	Amount
Wells Fargo Money Market	3.57%	11,942,050
UBS Financial Money Market	3.54%	1,200,950
CDs/Treasuries	see list	10,500,000
	General Fund Total	**24,820,274**

Client Protection Fund

Checking

Bank	Amount
Wells Fargo	363,800

Investments	Rate (yield)	Amount
Wells Fargo Money Market	3.57%	5,343,600
CDs/Treasuries	see list	500,000
	Client Protection Fund Total	**6,207,400**

Grand Total Cash & Investments	**31,027,674**

Washington State Bar Association
Analysis of Cash Investments
As of June 30, 2026

General Fund

Bank	Yield	Term Months	Trade Date	Settle Date	Maturity Date	Amount
Goldman Sachs Bank CD	3.60%	6	12/30/2025	1/6/2026	7/6/2026	250,000
Bank of America CD	3.60%	6	12/30/2025	1/7/2026	7/7/2026	250,000
BCB Community Bank NY CD	4.05%	12	7/7/2025	7/18/2025	7/17/2026	250,000
Bank Hapoalim BM CD	4.15%	12	7/28/2025	7/31/2025	7/29/2026	250,000
Bridgewater Bank CD	3.70%	6	1/29/2026	2/6/2026	8/6/2026	250,000
Industrial & Com Bank CD	3.70%	6	1/29/2026	2/6/2026	8/6/2026	250,000
Morgan Stanley PVT Bank CD	4.05%	12	8/6/2025	8/13/2025	8/13/2026	250,000
Zions Bancorp NA CD	3.70%	9	1/29/2026	2/4/2026	11/4/2026	250,000
Cross River Bank CD	3.70%	9	1/29/2026	2/6/2026	11/6/2026	250,000
JP Morgan Chase Bank CD	3.60%	12	12/30/2025	1/7/2026	1/7/2027	250,000
Bank of Baroda CD	3.70%	12	1/23/2026	1/28/2026	1/28/2027	250,000
Ally Bank/UT CD	3.60%	12	1/23/2026	1/29/2026	1/29/2027	250,000
BMW Bank North America CD	3.65%	12	1/23/2026	1/30/2026	1/29/2027	250,000
CAPE & Coast Bank CD	3.65%	12	1/23/2026	1/30/2026	1/29/2027	250,000
BMO Bank NA Primary	3.85%	9	4/28/2026	4/30/2026	2/1/2027	250,000
Tristate Capital Bank CD	3.80%	9	4/28/2026	5/6/2026	2/8/2027	250,000
Lake City Bank Warsaw CD	3.80%	12	2/10/2026	2/18/2026	2/18/2027	250,000
PCB Bank Primary CD	3.70%	12	2/26/2026	3/6/2026	3/5/2027	250,000
State Bank of India NY CD	3.75%	12	3/4/2026	3/9/2026	3/9/2027	250,000
Towne Bank Portsmouth VA CD	3.75%	12	3/4/2026	3/13/2026	3/12/2027	250,000
Stearns Bank NA CD	3.90%	11	4/15/2026	4/20/2026	3/22/2027	250,000
Associated BK Green Bay CD	3.80%	12	3/24/2026	3/27/2026	3/25/2027	250,000
First Reliance Bank CD	3.75%	12	3/24/2026	3/30/2026	3/30/2027	250,000
Ocean Bank/Miami FL CD	3.85%	12	3/24/2026	3/30/2026	3/30/2027	250,000
Seacoast National Bank CD	3.80%	12	3/24/2026	3/31/2026	3/31/2027	250,000
Mission Valley Bank CD	3.80%	12	4/15/2026	4/17/2026	4/16/2027	250,000
Bank of India NY CD	3.90%	12	4/15/2026	4/23/2026	4/21/2027	250,000
Old National Bank CD	3.90%	12	4/15/2026	4/22/2026	4/22/2027	250,000
Shinhan Bank America CD	3.90%	12	4/15/2026	4/24/2026	4/26/2027	250,000
American Coml BK & TR CD	3.85%	12	4/15/2026	4/28/2026	4/28/2027	250,000
Flagstar Bank National CD	3.95%	12	4/28/2026	4/30/2026	4/30/2027	250,000
Regions BK Birmngham CD	3.80%	12	4/28/2026	5/5/2026	5/5/2027	250,000
Bank Hope Los Angeles CD	3.75%	12	4/28/2026	5/6/2026	5/6/2027	250,000
Eaglemark Savings Bank CD	3.95%	12	5/26/2026	5/27/2026	5/27/2027	250,000
Nelnet Bank Inc. CD	3.80%	12	5/26/2026	5/27/2026	5/27/2027	250,000
Bank of America Calif CD	3.95%	12	5/26/2026	5/28/2026	5/28/2027	250,000
First-Citizens Bank/Trst CD	3.85%	12	5/26/2026	5/28/2026	5/28/2027	250,000
Mountainone Bank CD	3.80%	12	5/26/2026	5/29/2026	5/29/2027	250,000
Western Alliance Bank CD	3.85%	12	5/26/2026	5/29/2026	5/29/2027	250,000
Truist Bank CD	3.85%	12	5/26/2026	6/5/2026	6/4/2027	250,000
First Financial Bank CD	3.95%	12	6/17/2026	6/26/2026	6/25/2027	250,000
PNC Bank NA CD	3.85%	12	6/17/2026	6/25/2026	6/25/2027	250,000
					Total	**10,500,000**

Client Fund Protection Fund

Bank	Yield	Term Months	Trade Date	Settle Date	Maturity Date	Amount
SOFI Bank NA Corp CD	3.70%	6	1/23/2026	2/4/2026	8/4/2026	250,000
SAFRA National Bank CD	3.65%	11	1/23/2026	1/29/2026	12/29/2026	250,000
					Total	**500,000**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

LICENSE FEES

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
LICENSE FEES	17,652,266	1,451,722	13,419,483	4,232,783	76%	180,284
TOTAL REVENUE:	**17,652,266**	**1,451,722**	**13,419,483**	**4,232,783**	**76%**	**180,284**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

ADMISSIONS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
EXAM SOFTWARE REVENUE	9,500	-	7,205	2,295	76%	80
BAR EXAM FEES	1,395,000	89,000	1,677,620	(282,620)	120%	631,370
RULE 9/LEGAL INTERN FEES	13,000	3,300	13,300	(300)	102%	3,550
SPECIAL ADMISSIONS	61,940	4,860	33,620	28,320	54%	(12,835)
TOTAL REVENUE:	**1,479,440**	**97,160**	**1,731,745**	**(252,305)**	**117%**	**622,165**
DIRECT EXPENSES:						
POSTAGE	2,900	293	2,921	(21)	101%	(746)
STAFF TRAVEL/PARKING	24,000	-	9,139	14,861	38%	8,861
STAFF MEMBERSHIP DUES	495	-	245	250	49%	126
SUPPLIES	2,500	1,543	2,588	(88)	104%	(713)
FACILITY, PARKING, FOOD	150,985	-	46,969	104,016	31%	66,270
EXAM GRADING	43,750	-	21,750	22,000	50%	11,063
UBE EXAMINATIONS	46,200	-	40,859	5,341	88%	(6,209)
BOARD OF BAR EXAMINERS	45,000	-	8,012	36,988	18%	25,738
BAR EXAM PROCTORS	10,000	-	8,486	1,514	85%	(986)
DISABILITY ACCOMMODATIONS	75,000	-	51,277	23,723	68%	4,973
CHARACTER & FITNESS INVESTIGATIONS	1,500	-	-	1,500	0%	1,125
LAW SCHOOL VISITS	1,500	-	23	1,477	2%	1,102
SOFTWARE HOSTING	45,000	4,139	40,211	4,789	89%	(6,461)
STAFF CONFERENCE & TRAINING	11,000	(21)	8,107	2,893	74%	143
TOTAL DIRECT EXPENSES:	**459,830**	**5,955**	**240,587**	**219,243**	**52%**	**104,285**
INDIRECT EXPENSES:						
SALARY EXPENSE (7.45 FTE) **	635,395	54,942	470,864	164,531	74%	5,682
BENEFITS EXPENSE	198,059	18,168	157,612	40,447	80%	(9,068)
OTHER INDIRECT EXPENSE	256,539	14,712	163,060	93,479	64%	29,344
TOTAL INDIRECT EXPENSES:	**1,089,992**	**87,822**	**791,536**	**298,456**	**73%**	**25,958**
TOTAL ALL EXPENSES:	**1,549,822**	**93,777**	**1,032,124**	**517,699**	**67%**	**130,243**
NET INCOME (LOSS):	**(70,382)**	**3,383**	**699,621**	**(770,004)**	**-994%**	**752,408**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

ADVANCEMENT FTE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF CONFERENCE & TRAINING	6,600	-	140	6,460	2%	4,810
TOTAL DIRECT EXPENSES:	**6,600**	**-**	**140**	**6,460**	**2%**	**4,810**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.41 FTE)	216,525	21,166	167,968	48,557	78%	(5,574)
BENEFITS EXPENSE	50,531	4,726	40,003	10,528	79%	(2,105)
OTHER INDIRECT EXPENSE	48,553	2,791	30,934	17,619	64%	5,481
TOTAL INDIRECT EXPENSES:	**315,609**	**28,682**	**238,905**	**76,704**	**76%**	**(2,198)**
TOTAL ALL EXPENSES:	**322,209**	**28,682**	**239,045**	**83,164**	**74%**	**2,611**
NET INCOME (LOSS):	**(322,209)**	**(28,682)**	**(239,045)**	**(83,164)**	**74%**	**2,611**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
ACCESS TO JUSTICE						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
ATJ BOARD RETREAT	6,000	-	-	6,000	0%	4,500
LEADERSHIP TRAINING	10,000	117	8,764	1,236	88%	(1,264)
ATJ BOARD EXPENSE **	51,900	3,362	8,039	43,861	15%	30,886
STAFF TRAVEL/PARKING	2,800	1,379	1,698	1,102	61%	402
STAFF CONFERENCE & TRAINING	4,400	-	3,662	738	83%	(362)
PUBLIC DEFENSE **	11,000	1,198	9,119	1,881	83%	(869)
RECEPTION/FORUM EXPENSE	30,000	4,122	14,824	15,176	49%	7,676
TOTAL DIRECT EXPENSES:	**116,100**	**10,179**	**46,106**	**69,994**	**40%**	**40,969**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.61 FTE) **	152,635	12,152	111,999	40,636	73%	2,478
BENEFITS EXPENSE	45,272	4,099	35,044	10,228	77%	(1,090)
OTHER INDIRECT EXPENSE	55,440	3,182	35,435	20,005	64%	6,145
TOTAL INDIRECT EXPENSES:	**253,348**	**19,433**	**182,478**	**70,870**	**72%**	**7,533**
TOTAL ALL EXPENSES:	**369,448**	**29,612**	**228,584**	**140,864**	**62%**	**48,502**
NET INCOME (LOSS):	**(369,448)**	**(29,612)**	**(228,584)**	**(140,864)**	**62%**	**48,502**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

BENCH-BAR-PRESS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
LUNCHEON REGISTRATION	-	-	4,485	(4,485)		4,485
BENCH-BAR-PRESS MEMBERSHIP DUES	-	100	2,500	(2,500)		2,500
TOTAL REVENUE:	**-**	**100**	**6,985**	**(6,985)**		**6,985**
DIRECT EXPENSES:						
BENCH-BAR-PRESS LUNCHEON	-	-	7,060	(7,060)		(7,060)
TOTAL DIRECT EXPENSES:	**-**	**-**	**7,060**	**(7,060)**		**(7,060)**
NET INCOME (LOSS):	**-**	**100**	**(75)**	**75**		**(75)**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
BAR NEWS						
REVENUE:						
ROYALTIES	2,000	-	-	2,000	0%	(1,500)
BNEWS DISPLAY ADVERTISING	405,000	50,000	356,786	48,214	88%	53,036
BNEWS SUBSCRIPT/SINGLE ISSUES	100	-	140	(40)	140%	65
BNEWS CLASSIFIED ADVERTISING	2,500	265	3,300	(800)	132%	1,425
JOB TARGET ADVERSTISING	120,000	10,965	94,796	25,204	79%	4,796
TOTAL REVENUE:	**529,600**	**61,230**	**455,022**	**74,578**	**86%**	**57,822**
DIRECT EXPENSES:						
POSTAGE	135,000	16,604	115,698	19,302	86%	(14,448)
PRINTING, COPYING & MAILING	242,000	28,278	185,895	56,105	77%	(4,395)
DIGITAL/ONLINE DEVELOPMENT	2,000	-	353	1,647	18%	1,147
GRAPHICS/ARTWORK	1,000	-	-	1,000	0%	750
EDITORIAL ADVIS COMMITTEE EXP	300	-	-	300	0%	225
STAFF CONFERENCE & TRAINING	2,200	-	999	1,201	45%	651
STAFF MEMBERSHIP DUES	220	-	-	220	0%	165
SUBSCRIPTIONS	225	-	-	225	0%	169
TOTAL DIRECT EXPENSES:	**382,945**	**44,882**	**302,945**	**80,000**	**79%**	**(15,736)**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.13 FTE)	199,151	18,496	153,672	45,479	77%	(4,309)
BENEFITS EXPENSE	59,029	5,452	46,908	12,121	79%	(2,636)
OTHER INDIRECT EXPENSE	73,346	4,216	46,725	26,621	64%	8,284
TOTAL INDIRECT EXPENSES:	**331,526**	**28,164**	**247,305**	**84,221**	**75%**	**1,340**
TOTAL ALL EXPENSES:	**714,471**	**73,047**	**550,250**	**164,222**	**77%**	**(14,396)**
NET INCOME (LOSS):	**(184,871)**	**(11,817)**	**(95,228)**	**(89,643)**	**52%**	**43,426**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
BOARD OF GOVERNORS						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
BOG MEETINGS **	175,000	1,237	76,062	98,938	43%	55,188
BOG COMMITTEES' EXPENSES **	11,200	5,795	9,913	1,287	89%	(1,513)
BOG RETREAT	40,000	330	31,869	8,131	80%	(1,869)
BOG CONFERENCE ATTENDANCE	56,500	2,352	54,152	2,348	96%	(11,777)
BOG TRAVEL & OUTREACH **	70,000	8,815	64,303	5,697	92%	(11,803)
LEADERSHIP TRAINING	15,000	-	-	15,000	0%	11,250
BOG ELECTIONS **	26,900	2,255	11,276	15,624	42%	8,899
PRESIDENT'S DINNER	12,000	-	1,674	10,326	14%	7,326
NEW GOVERNOR ORIENTATION	7,000	-	-	7,000	0%	5,250
PRESIDENT'S PHOTO	3,300	-	-	3,300	0%	2,475
SUPPLIES	765	-	350	415	46%	224
TOTAL DIRECT EXPENSES:	**417,665**	**20,784**	**249,597**	**168,068**	**60%**	**63,651**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.73 FTE)	135,043	10,659	104,089	30,954	77%	(2,807)
BENEFITS EXPENSE	44,269	4,081	35,444	8,825	80%	(2,242)
OTHER INDIRECT EXPENSE	59,572	3,406	37,755	21,817	63%	6,924
TOTAL INDIRECT EXPENSES:	**238,885**	**18,146**	**177,289**	**61,596**	**74%**	**1,875**
TOTAL ALL EXPENSES:	**656,550**	**38,930**	**426,886**	**229,664**	**65%**	**65,526**
NET INCOME (LOSS):	**(656,550)**	**(38,930)**	**(426,886)**	**(229,664)**	**65%**	**65,526**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

CONFERENCE AND BROADCAST SERVICES

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
INDIRECT EXPENSES:						
SALARY EXPENSE (0.55 FTE)	49,269	4,789	38,309	10,961	78%	(1,357)
BENEFITS EXPENSE	14,930	1,392	11,947	2,982	80%	(750)
OTHER INDIRECT EXPENSE	18,939	1,089	12,074	6,866	64%	2,131
TOTAL INDIRECT EXPENSES:	**83,138**	**7,270**	**62,330**	**20,808**	**75%**	**24**
NET INCOME (LOSS):	**(83,138)**	**(7,270)**	**(62,330)**	**(20,808)**	**75%**	**24**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
CHARACTER & FITNESS BOARD						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CHARACTER & FITNESS BOARD EXP	12,000	335	5,793	6,207	48%	3,207
COURT REPORTERS	11,050	-	5,943	5,107	54%	2,344
TOTAL DIRECT EXPENSES:	**23,050**	**335.29**	**11,737**	**11,313**	**51%**	**5,551**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.85 FTE)	103,891	9,772	80,300	23,591	77%	(2,382)
BENEFITS EXPENSE	26,820	2,480	21,243	5,577	79%	(1,128)
OTHER INDIRECT EXPENSE	29,270	1,674	18,553	10,716	63%	3,399
TOTAL INDIRECT EXPENSES:	**159,981**	**13,926**	**120,097**	**39,884**	**75%**	**(111)**
TOTAL ALL EXPENSES:	**183,031**	**14,262**	**131,833**	**51,198**	**72%**	**5,440**
NET INCOME (LOSS):	**(183,031)**	**(14,262)**	**(131,833)**	**(51,198)**	**72%**	**5,440**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

CLE - PRODUCTS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
SHIPPING & HANDLING	210	-	36	174	17%	(122)
COURSEBOOK SALES	3,500	-	325	3,175	9%	(2,300)
DIGITAL VIDEO SALES	875,000	28,384	622,481	252,519	71%	(33,769)
TOTAL REVENUE:	**878,710**	**28,384**	**622,842**	**255,868**	**71%**	**(36,190)**
DIRECT EXPENSES:						
STAFF MEMBERSHIP DUES	300	-	218	82	73%	7
COST OF SALES - COURSEBOOKS	300	-	27	273	9%	198
ONLINE PRODUCT HOSTING EXPENSES	54,000	6	17,867	36,133	33%	22,633
POSTAGE & DELIVERY-COURSEBOOKS	200	-	28	172	14%	122
DISABILITY ACCOMMODATIONS	2,000	-	149	1,851	7%	1,351
IT EXPENSE DUE TO GF	179	8	89	90	50%	45
TOTAL DIRECT EXPENSES:	**56,979**	**13**	**18,378**	**38,601**	**32%**	**24,356**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.29 FTE)	99,556	9,558	80,767	18,789	81%	(6,100)
BENEFITS EXPENSE	32,846	3,115	27,034	5,812	82%	(2,400)
OTHER INDIRECT EXPENSE	37,620	2,242	24,748	12,873	66%	3,467
TOTAL INDIRECT EXPENSES:	**170,023**	**14,915**	**132,549**	**37,474**	**78%**	**(5,032)**
TOTAL ALL EXPENSES:	**227,002**	**14,929**	**150,927**	**76,075**	**66%**	**19,325**
NET INCOME (LOSS):	**651,708**	**13,455**	**471,915**	**179,793**	**72%**	**(16,866)**

Washington State Bar Association

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For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

CLE - SEMINARS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
SEMINAR REGISTRATIONS	730,535	68,623	348,196	382,339	48%	(199,705)
SEMINAR REVENUE-OTHER	32,500	1,050	29,000	3,500	89%	4,625
SEMINAR SPLITS W/ CLE	(150,000)	-	-	(150,000)	0%	112,500
TOTAL REVENUE:	**613,035**	**69,673**	**377,196**	**235,839**	**62%**	**(82,580)**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	16,500	3,002	6,822	9,678	41%	5,553
STAFF MEMBERSHIP DUES	1,200	-	873	327	73%	27
SUPPLIES	1,000	414	455	545	45%	295
COURSEBOOK PRODUCTION	150	-	-	150	0%	113
ACCREDITATION FEES	2,500	(22)	1,874	626	75%	1
FACILITIES	175,000	35,888	91,195	83,805	52%	40,055
SPEAKERS & PROGRAM DEVELOP	45,700	8,866	21,400	24,300	47%	12,875
HONORARIA	3,000	-	-	3,000	0%	2,250
CLE SEMINAR COMMITTEE	200	-	-	200	0%	150
DISABILITY ACCOMODATIONS	5,000	-	2,063	2,938	41%	1,688
STAFF CONFERENCE & TRAINING	3,700	-	-	3,700	0%	2,775
SUBSCRIPTIONS	1,300	-	796	504	61%	179
IT EXPENSE DUE TO GF	924	41	466	458	50%	227
TOTAL DIRECT EXPENSES:	**256,174**	**48,189**	**125,942**	**130,232**	**49%**	**66,188**
INDIRECT EXPENSES:						
SALARY EXPENSE (6.66 FTE)	514,912	46,391	395,041	119,871	77%	(8,857)
BENEFITS EXPENSE	169,646	16,032	135,675	33,971	80%	(8,441)
OTHER INDIRECT EXPENSE	194,227	11,606	128,091	66,136	66%	17,579
TOTAL INDIRECT EXPENSES:	**878,784**	**74,029**	**658,807**	**219,977**	**75%**	**281**
TOTAL ALL EXPENSES:	**1,134,958**	**122,218**	**784,749**	**350,209**	**69%**	**66,470**
NET INCOME (LOSS):	**(521,923)**	**(52,545)**	**(407,553)**	**(114,370)**	**78%**	**(16,111)**

Washington State Bar Association

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75% OF YEAR COMPLETE

CLIENT PROTECTION FUND

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
DONATIONS	-	1,500	7,039	(7,039)		7,039
CPF RESTITUTION	10,000	840	5,622	4,378	56%	(1,878)
CPF MEMBER ASSESSMENTS	735,480	4,470	731,800	3,680	99%	180,190
INTEREST INCOME	200,000	17,567	150,530	49,470	75%	530
TOTAL REVENUE:	**945,480**	**24,377**	**894,991**	**50,489**	**95%**	**185,881**
DIRECT EXPENSES:						
BANK FEES	500	(167)	(224)	724	-45%	599
GIFTS TO INJURED CLIENTS	500,000	5,000	45,050	454,950	9%	329,950
CPF BOARD EXPENSES	2,000	32	933	1,067	47%	567
STAFF CONFERENCE & TRAINING	4,400	-	1,519	2,881	35%	1,781
STAFF MEMBERSHIP DUES	200	-	200	-	100%	(50)
TOTAL DIRECT EXPENSES:	**507,100**	**4,865**	**47,478**	**459,622**	**9%**	**332,847**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.23 FTE)	117,501	8,532	88,560	28,941	75%	(434)
BENEFITS EXPENSE	34,425	3,163	27,390	7,035	80%	(1,571)
OTHER INDIRECT EXPENSE	42,355	2,428	26,909	15,445	64%	4,857
TOTAL INDIRECT EXPENSES:	**194,280**	**14,123**	**142,859**	**51,421**	**74%**	**2,851**
TOTAL ALL EXPENSES:	**701,380**	**18,987**	**190,337**	**511,043**	**27%**	**335,698**
NET INCOME (LOSS):	**244,100**	**5,389**	**704,653**	**(460,553)**	**289%**	**521,578**

Washington State Bar Association

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75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
COMMUNICATION STRATEGIES						
REVENUE:						
50 YEAR MEMBER TRIBUTE LUNCH	1,000	247	657	343	66%	(93)
WSBA LOGO MERCHANDISE SALES	2,000	-	-	2,000	0%	(1,500)
TOTAL REVENUE:	**3,000**	**247**	**657**	**2,343**	**22%**	**(1,593)**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	5,895	198	1,782	4,113	30%	2,639
STAFF MEMBERSHIP DUES	1,800	-	537	1,263	30%	813
SUBSCRIPTIONS	4,520	815	4,157	363	92%	(767)
APEX	52,500	27,070	27,450	25,050	52%	11,925
BAR LEADERS SUMMIT	35,000	2,543	29,477	5,523	84%	(3,227)
50 YEAR MEMBER TRIBUTE LUNCH	38,000	10,832	12,506	25,494	33%	15,994
BAR OUTREACH **	22,000	4,292	31,968	(9,968)	145%	(15,468)
COMMUNICATIONS OUTREACH **	8,000	118	6,671	1,329	83%	(671)
STAFF CONFERENCE & TRAINING	11,300	-	7,791	3,510	69%	685
AMBASSADOR TRAINING & TOWN HALLS	10,000	6,217	25,949	(15,949)	259%	(18,449)
TOTAL DIRECT EXPENSES:	**189,015**	**52,085**	**148,288**	**40,727**	**78%**	**(6,527)**
INDIRECT EXPENSES:						
SALARY EXPENSE (5.39 FTE)	417,995	34,235	332,110	85,885	79%	(18,614)
BENEFITS EXPENSE	137,502	11,219	107,589	29,913	78%	(4,463)
OTHER INDIRECT EXPENSE	185,603	10,638	117,904	67,699	64%	21,298
TOTAL INDIRECT EXPENSES:	**741,101**	**56,091**	**557,604**	**183,497**	**75%**	**(1,778)**
TOTAL ALL EXPENSES:	**930,116**	**108,176**	**705,892**	**224,224**	**76%**	**(8,305)**
NET INCOME (LOSS):	**(927,116)**	**(107,930)**	**(705,234)**	**(221,881)**	**76%**	**(9,898)**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

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75% OF YEAR COMPLETE

COMMUNICATION STRATEGIES FTE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
INDIRECT EXPENSES:						
SALARY EXPENSE (1.00 FTE)	183,193	12,272	137,571	45,622	75%	(176)
BENEFITS EXPENSE	39,830	3,703	31,409	8,421	79%	(1,536)
OTHER INDIRECT EXPENSE	34,435	1,982	21,964	12,471	64%	3,862
TOTAL INDIRECT EXPENSES:	**257,458**	**17,956**	**190,944**	**66,514**	**74%**	**2,150**
NET INCOME (LOSS):	**(257,458)**	**(17,956)**	**(190,944)**	**(66,514)**	**74%**	**2,150**

Washington State Bar Association

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75% OF YEAR COMPLETE

DESKBOOKS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
DESKBOOK SALES	5,120	3,009	6,395	(1,275)	125%	2,555
LEXIS/NEXIS ROYALTIES	75,000	2,673	33,430	41,570	45%	(22,820)
SECTION PUBLICATION SALES	-	35	105	(105)		105
CASEMAKER ROYALTIES	25,000	-	21,659	3,341	87%	2,909
TOTAL REVENUE:	**105,120**	**5,717**	**61,589**	**43,531**	**59%**	**(17,251)**
DIRECT EXPENSES:						
COST OF SALES - DESKBOOKS	2,800	1,956	3,150	(351)	113%	(1,051)
DESKBOOK ROYALTIES	-	-	193	(193)		(193)
STAFF CONFERENCES & TRAINING	2,200	-	1,914	286	87%	(264)
POSTAGE & DELIVERY-DESKBOOKS	300	-	21	279	7%	204
OBSOLETE INVENTORY	118,700	-	65,597	53,103	55%	23,428
STAFF MEMBERSHIP DUES	330	-	218	112	66%	29
SUBSCRIPTIONS	50	-	-	50	0%	38
TOTAL DIRECT EXPENSES:	**124,380**	**1,956**	**71,094**	**53,286**	**57%**	**22,191**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.75 FTE)	145,047	12,972	111,036	34,010	77%	(2,251)
BENEFITS EXPENSE	45,925	4,237	36,519	9,407	80%	(2,075)
OTHER INDIRECT EXPENSE	51,036	3,056	33,722	17,313	66%	4,554
TOTAL INDIRECT EXPENSES:	**242,008**	**20,265**	**181,278**	**60,730**	**75%**	**228**
TOTAL ALL EXPENSES:	**366,387**	**22,220**	**252,371**	**114,016**	**69%**	**22,419**
NET INCOME (LOSS):	**(261,267)**	**(16,504)**	**(190,782)**	**(70,486)**	**73%**	**5,169**

Washington State Bar Association

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75% OF YEAR COMPLETE

DISCIPLINE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
AUDIT REVENUE	1,000	85	1,211	(211)	121%	461
RECOVERY OF DISCIPLINE COSTS	65,000	24,088	69,908	(4,908)	108%	21,158
DISCIPLINE HISTORY SUMMARY	19,000	2,100	18,150	850	96%	3,900
TOTAL REVENUE:	**85,000**	**26,273**	**89,270**	**(4,270)**	**105%**	**25,520**
DIRECT EXPENSES:						
PUBLICATIONS PRODUCTION	350	-	-	350	0%	263
STAFF TRAVEL/PARKING	15,000	1,705	13,847	1,153	92%	(2,597)
STAFF MEMBERSHIP DUES	7,659	-	7,695	(36)	100%	(1,951)
TELEPHONE	3,000	198	1,812	1,188	60%	438
COURT REPORTERS	66,200	4,192	41,227	24,973	62%	8,423
OUTSIDE COUNSEL/AIC	500	-	-	500	0%	375
LITIGATION EXPENSES	30,000	1,673	12,245	17,755	41%	10,255
DISABILITY EXPENSES	15,000	-	4,696	10,304	31%	6,554
TRANSLATION SERVICES	10,000	1,095	11,227	(1,227)	112%	(3,727)
STAFF CONFERENCE & TRAINING	37,800	2,714	26,434	11,366	70%	1,916
TOTAL DIRECT EXPENSES:	**185,509**	**11,578**	**119,184**	**66,325**	**64%**	**19,948**
INDIRECT EXPENSES:						
SALARY EXPENSE (39.00 FTE)	4,131,360	337,810	3,033,817	1,097,543	73%	64,703
BENEFITS EXPENSE	1,139,859	103,738	893,581	246,279	78%	(38,686)
OTHER INDIRECT EXPENSE	1,342,955	76,950	852,888	490,067	64%	154,328
TOTAL INDIRECT EXPENSES:	**6,614,175**	**518,498**	**4,780,286**	**1,833,889**	**72%**	**180,346**
TOTAL ALL EXPENSES:	**6,799,684**	**530,076**	**4,899,469**	**1,900,215**	**72%**	**200,294**
NET INCOME (LOSS):	**(6,714,684)**	**(503,803)**	**(4,810,200)**	**(1,904,484)**	**72%**	**225,813**

Washington State Bar Association

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75% OF YEAR COMPLETE

DIVERSITY

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
DONATIONS	135,000	-	135,000	-	100%	33,750
TOTAL REVENUE:	**135,000**	**-**	**135,000**	**-**	**100%**	**33,750**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,700	18	609	3,091	16%	2,166
STAFF MEMBERSHIP DUES	775	-	605	170	78%	(24)
DEI COUNCIL	7,600	70	2,677	4,923	35%	3,023
DIVERSITY EVENTS & PROJECTS **	33,600	800	6,319	27,281	19%	18,881
STAFF EQUITY LEADERSHIP LAB	6,000	668	3,869	2,131	64%	631
STAFF CONFERENCE & TRAINING	4,400	250	340	4,060	8%	2,960
CONSULTING SERVICES	3,000	-	-	3,000	0%	2,250
TOTAL DIRECT EXPENSE:	**59,075**	**1,806**	**14,419**	**44,656**	**24%**	**29,887**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.24 FTE) **	198,124	16,032	136,730	61,393	69%	11,862
BENEFITS EXPENSE	66,814	5,515	47,074	19,739	70%	3,036
OTHER INDIRECT EXPENSE	77,134	4,413	51,641	25,493	67%	6,210
TOTAL INDIRECT EXPENSES:	**342,071**	**25,960**	**235,445**	**106,626**	**69%**	**21,108**
TOTAL ALL EXPENSES:	**401,146**	**27,767**	**249,864**	**151,282**	**62%**	**50,995**
NET INCOME (LOSS):	**(266,146)**	**(27,767)**	**(114,864)**	**(151,282)**	**43%**	**84,745**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

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75% OF YEAR COMPLETE

ENTITY REGULATION

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
APPLICATION FEES	28,000	(9,000)	11,000	17,000	39%	(10,000)
ANNUAL FEES	47,500	10,000	10,000	37,500	21%	(25,625)
TOTAL REVENUE:	**75,500**	**1,000**	**21,000**	**54,500**	**28%**	**(35,625)**
DIRECT EXPENSES:						
DEPRECIATION	-	199	199	(199)		(199)
STAFF CONFERENCE & TRAINING	4,400	-	1,551	2,849	35%	1,749
INVESTIGATION	9,600	-	-	9,600	0%	7,200
OUTREACH & COMMUNICATION	10,000	-	-	10,000	0%	7,500
SOFTWARE HOSTING	3,973	308	1,467	2,505	37%	1,512
TOTAL DIRECT EXPENSES:	**27,973**	**507**	**3,217**	**24,756**	**12%**	**17,762**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.55 FTE) **	77,471	7,101	60,226	17,245	78%	(2,123)
BENEFITS EXPENSE	18,673	1,741	14,848	3,825	80%	(843)
OTHER INDIRECT EXPENSE	18,939	1,089	12,074	6,866	64%	2,131
TOTAL INDIRECT EXPENSES:	**115,083**	**9,931**	**87,147**	**27,935**	**76%**	**(835)**
TOTAL ALL EXPENSES:	**143,055**	**10,438**	**90,364**	**52,691**	**63%**	**16,927**
NET INCOME (LOSS):	**(67,555)**	**(9,438)**	**(69,364)**	**1,809**	**103%**	**(18,698)**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

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	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
ETHICS, WELLNESS, & PRACTICE						
(MWP-PMA-PRP)						
REVENUE:						
DIVERSIONS	9,000	-	4,250	4,750	47%	(2,500)
ROYALTIES	62,000	182	68,634	(6,634)	111%	22,134
TOTAL REVENUE:	**71,000**	**182**	**72,884**	**(1,884)**	**103%**	**19,634**
DIRECT EXPENSES:						
STAFF MEMBERSHIP DUES	1,385	295	1,496	(111)	108%	(457)
MEMBER WELLNESS COUNCIL	4,500	-	1,850	2,650	41%	1,525
LEGAL TECH TASK FORCE	3,500	-	-	3,500	0%	2,625
STAFF TRAVEL/PARKING	7,700	-	2,391	5,309	31%	3,384
STAFF CONFERENCE & TRAINING	10,300	-	2,756	7,544	27%	4,969
SUBSCRIPTIONS	1,400	111	994	406	71%	56
CPE COMMITTEE	1,000	173	753	247	75%	(3)
VLEX FASTCASE	87,000	-	87,812	(812)	101%	(22,562)
TOTAL DIRECT EXPENSES:	**116,785**	**579**	**98,052**	**18,733**	**84%**	**(10,464)**
INDIRECT EXPENSES:						
SALARY EXPENSE (3.51 FTE)	385,777	21,418	284,207	101,569	74%	5,125
BENEFITS EXPENSE	105,599	9,078	82,700	22,899	78%	(3,501)
OTHER INDIRECT EXPENSE	120,866	6,924	76,738	44,128	63%	13,911
TOTAL INDIRECT EXPENSES:	**612,242**	**37,419**	**443,645**	**168,596**	**72%**	**15,536**
TOTAL ALL EXPENSES:	**729,027**	**37,998**	**541,698**	**187,329**	**74%**	**5,072**
NET INCOME (LOSS):	**(658,027)**	**(37,816)**	**(468,814)**	**(189,212)**	**71%**	**24,706**

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	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
FACILITIES & OPERATIONS						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	2,376	198	1,782	594	75%	-
STAFF CONFERENCE & TRAINING	-	10	20	(20)		(20)
STAFF MEMBERSHIP DUES	189	-	-	189	0%	142
TOTAL DIRECT EXPENSES:	**2,565**	**208**	**1,802**	**763**	**70%**	**122**
INDIRECT EXPENSES:						
SALARY EXPENSE (5.78 FTE)	406,195	35,771	326,498	79,697	80%	(21,852)
BENEFITS EXPENSE	141,474	13,352	115,666	25,808	82%	(9,561)
OTHER INDIRECT EXPENSE	199,033	11,395	126,295	72,738	63%	22,979
TOTAL INDIRECT EXPENSES:	**746,702**	**60,518**	**568,459**	**178,242**	**76%**	**(8,433)**
TOTAL ALL EXPENSES:	**749,267**	**60,726**	**570,261**	**179,005**	**76%**	**(8,311)**
NET INCOME (LOSS):	**(749,267)**	**(60,726)**	**(570,261)**	**(179,005)**	**76%**	**(8,311)**

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FINANCE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
INTEREST INCOME	600,000	82,744	578,091	21,909	96%	128,091
TOTAL REVENUE:	**600,000**	**82,744**	**578,091**	**21,909**	**96%**	**128,091**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,750	72	3,062	688	82%	(250)
STAFF CONFERENCE & TRAINING	500	-	-	500	0%	375
STAFF MEMBERSHIP DUES	670	355	585	85	87%	(83)
TOTAL DIRECT EXPENSES:	**4,920**	**427**	**3,647**	**1,273**	**74%**	**43**
INDIRECT EXPENSES:						
SALARY EXPENSE (6.92 FTE)	777,786	66,664	588,954	188,832	76%	(5,614)
BENEFITS EXPENSE	209,178	18,863	166,184	42,995	79%	(9,300)
OTHER INDIRECT EXPENSE	238,288	13,653	151,328	86,960	64%	27,388
TOTAL INDIRECT EXPENSES:	**1,225,253**	**99,180**	**906,465**	**318,787**	**74%**	**12,474**
TOTAL ALL EXPENSES:	**1,230,173**	**99,607**	**910,112**	**320,060**	**74%**	**12,517**
NET INCOME (LOSS):	**(630,173)**	**(16,863)**	**(332,021)**	**(298,151)**	**53%**	**140,608**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
FOUNDATION						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CONSULTING SERVICES	3,350	-	3,350	-	100%	(838)
PRINTING & COPYING	1,000	-	30	970	3%	720
STAFF TRAVEL/PARKING	4,000	-	312	3,688	8%	2,688
SUPPLIES	2,000	-	112	1,888	6%	1,388
BOARD OF TRUSTEES	3,600	-	250	3,350	7%	2,450
EQUIPMENT/HARDWARE/SOFTWARE	2,635	220	1,978	657	75%	(2)
POSTAGE	400	23	23	377	6%	277
STAFF CONFERENCE & TRAINING	2,200	-	69	2,131	3%	1,581
TOTAL DIRECT EXPENSES:	**19,185**	**243**	**6,125**	**13,060**	**32%**	**8,264**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.05 FTE)	108,755	9,774	85,329	23,426	78%	(3,762)
BENEFITS EXPENSE	30,528	2,819	24,125	6,404	79%	(1,228)
OTHER INDIRECT EXPENSE	36,156	2,068	22,920	13,237	63%	4,198
TOTAL INDIRECT EXPENSES:	**175,440**	**14,661**	**132,373**	**43,067**	**75%**	**(793)**
TOTAL ALL EXPENSES:	**194,625**	**14,904**	**138,498**	**56,127**	**71%**	**7,471**
NET INCOME (LOSS):	**(194,625)**	**(14,904)**	**(138,498)**	**(56,127)**	**71%**	**7,471**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
HUMAN RESOURCES						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	300	18	132	168	44%	93
STAFF MEMBERSHIP DUES	1,200	-	852	348	71%	48
SUBSCRIPTIONS	2,000	-	1,192	808	60%	308
STAFF TRAINING- GENERAL	29,300	-	3,764	25,536	13%	18,211
RECRUITING AND ADVERTISING	8,750	1,323	3,236	5,514	37%	3,327
HR INFORMATION SYSTEM	65,950	4,206	48,723	17,227	74%	740
SALARY SURVEYS	3,000	-	934	2,066	31%	1,316
CONSULTING SERVICES	1,000	-	-	1,000	0%	750
STAFF CONFERENCE & TRAINING	4,200	-	2,895	1,305	69%	255
TRANSFER TO INDIRECT EXPENSE	(115,700)	(5,546)	(61,728)	(53,972)	53%	(25,047)
TOTAL DIRECT EXPENSES:	-	-	-	-		-
INDIRECT EXPENSES:						
SALARY EXPENSE (4.00 FTE)	504,229	37,723	321,381	182,848	64%	56,791
ALLOWANCE FOR OPEN POSITIONS	(200,000)	-	-	(200,000)	0%	(150,000)
BENEFITS EXPENSE	98,098	11,335	93,333	4,765	95%	(19,760)
OTHER INDIRECT EXPENSE	137,739	7,899	87,549	50,190	64%	15,755
TOTAL INDIRECT EXPENSES:	**540,066**	**56,957**	**502,263**	**37,803**	**93%**	**(97,214)**
TOTAL ALL EXPENSES:	**540,066**	**56,957**	**502,263**	**37,803**	**93%**	**(97,214)**
NET INCOME (LOSS):	**(540,066)**	**(56,957)**	**(502,263)**	**(37,803)**	**93%**	**(97,214)**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

LAW CLERK PROGRAM

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
LAW CLERK FEES	220,000	7,000	266,333	(46,333)	121%	101,333
LAW CLERK APPLICATION FEES	4,000	400	5,100	(1,100)	128%	2,100
TOTAL REVENUE:	**224,000**	**7,400**	**271,433**	**(47,433)**	**121%**	**103,433**
DIRECT EXPENSES:						
SUBSCRIPTIONS	331	-	-	331	0%	248
DEPRECIATION	37,278	2,908	26,171	11,107	70%	1,788
CHARACTER & FITNESS INVESTIGATIONS	100	-	-	100	0%	75
LAW CLERK BOARD EXPENSE	9,000	343	5,581	3,419	62%	1,169
SOFTWARE HOSTING	700	79	775	(75)	111%	(250)
STAFF MEMBERSHIP DUES	-	300	300	(300)		(300)
LAW CLERK OUTREACH	20,000	-	13,705	6,295	69%	1,295
TOTAL DIRECT EXPENSES:	**67,409**	**3,630**	**46,532**	**20,877**	**69%**	**4,025**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.18 FTE) **	104,845	9,413	77,352	27,492	74%	1,281
BENEFITS EXPENSE	31,938	2,908	25,171	6,767	79%	(1,218)
OTHER INDIRECT EXPENSE	40,633	2,320	25,717	14,916	63%	4,758
TOTAL INDIRECT EXPENSES:	**177,416**	**14,642**	**128,241**	**49,175**	**72%**	**4,821**
TOTAL ALL EXPENSES:	**244,825**	**18,272**	**174,772**	**70,053**	**71%**	**8,846**
NET INCOME (LOSS):	**(20,825)**	**(10,872)**	**96,661**	**(117,486)**	**-464%**	**112,280**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

LICENSING & MEMBERSHIP RECORDS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
STATUS CERTIFICATE FEES	29,000	2,450	25,723	3,277	89%	3,973
INVESTIGATION FEES	25,000	1,200	15,380	9,620	62%	(3,370)
PRO HAC VICE	435,000	51,908	449,486	(14,486)	103%	123,236
MEMBER CONTACT INFORMATION	5,000	950	5,880	(880)	118%	2,130
PHOTO BAR CARD SALES	260	48	504	(244)	194%	309
TOTAL REVENUE:	**494,260**	**56,556**	**496,973**	**(2,713)**	**101%**	**126,278**
DIRECT EXPENSES:						
POSTAGE	4,000	-	5,110	(1,110)	128%	(2,110)
SOFTWARE HOSTING	18,380	2,037	20,022	(1,642)	109%	(6,237)
INVESTIGATION	300	-	-	300	0%	225
TOTAL DIRECT EXPENSES:	**22,680**	**2,037**	**25,132**	**(2,452)**	**111%**	**(8,122)**
INDIRECT EXPENSES:						
SALARY EXPENSE (4.78 FTE) **	503,843	38,483	376,704	127,139	75%	1,178
BENEFITS EXPENSE	139,284	12,671	110,010	29,274	79%	(5,547)
OTHER INDIRECT EXPENSE	164,598	9,438	104,603	59,995	64%	18,845
TOTAL INDIRECT EXPENSES:	**807,725**	**60,591**	**591,317**	**216,408**	**73%**	**14,477**
TOTAL ALL EXPENSES:	**830,405**	**62,628**	**616,449**	**213,956**	**74%**	**6,355**
NET INCOME (LOSS):	**(336,145)**	**(6,072)**	**(119,476)**	**(216,669)**	**36%**	**132,633**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

LIMITED LICENSE LEGAL TECHNICIAN PROGRAM

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
LLLT LICENSE FEES	17,000	1,368	12,140	4,860	71%	(610)
LLLT LATE LICENSE FEES	137	-	571	(434)	417%	468
MCLE LATE FEES	150	-	600	(450)	400%	488
TOTAL REVENUE:	**17,287**	**1,368**	**13,311**	**3,976**	**77%**	**346**
DIRECT EXPENSES:						
LLLT BOARD	9,000	732	3,398	5,602	38%	3,352
LLLT EDUCATION	1,000	-	-	1,000	0%	750
TOTAL DIRECT EXPENSES:	**10,000**	**732**	**3,398**	**6,602**	**34%**	**4,102**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.43 FTE) **	41,479	3,931	30,475	11,004	73%	634
BENEFITS EXPENSE	12,046	929	9,211	2,835	76%	(177)
OTHER INDIRECT EXPENSE	14,807	840	9,312	5,495	63%	1,794
TOTAL INDIRECT EXPENSES:	**68,332**	**5,700**	**48,997**	**19,334**	**72%**	**2,251**
TOTAL ALL EXPENSES:	**78,332**	**6,432**	**52,395**	**25,937**	**67%**	**6,354**
NET INCOME (LOSS):	**(61,045)**	**(5,065)**	**(39,084)**	**(21,961)**	**64%**	**6,700**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

LIMITED PRACTICE OFFICERS

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
INVESTIGATION FEES	1,000	200	1,000	-	100%	250
MCLE LATE FEES	3,000	-	5,475	(2,475)	183%	3,225
LPO EXAMINATION FEES	18,000	800	12,700	5,300	71%	(800)
LPO LICENSE FEES	158,000	12,310	112,595	45,405	71%	(5,905)
LPO LATE LICENSE FEES	2,000	-	3,780	(1,780)	189%	2,280
TOTAL REVENUE:	**182,000**	**13,310**	**135,550**	**46,450**	**74%**	**(950)**
DIRECT EXPENSES:						
FACILITY, PARKING, FOOD	9,500	-	2,696	6,804	28%	4,429
EXAM WRITING	15,000	-	4,200	10,800	28%	7,050
LPO BOARD	4,000	-	430	3,570	11%	2,570
LPO OUTREACH	500	-	-	500	0%	375
PRINTING & COPYING	200	-	65	135	32%	85
SUPPLIES	100	-	-	100	0%	75
SOFTWARE HOSTING	3,404	315	3,100	304	91%	(547)
TOTAL DIRECT EXPENSES:	**32,704**	**315**	**10,491**	**22,214**	**32%**	**14,038**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.58 FTE) **	56,369	5,355	41,581	14,789	74%	696
BENEFITS EXPENSE	16,315	1,299	12,591	3,723	77%	(355)
OTHER INDIRECT EXPENSE	19,972	1,145	12,688	7,285	64%	2,292
TOTAL INDIRECT EXPENSES:	**92,656**	**7,799**	**66,859**	**25,797**	**72%**	**2,633**
TOTAL ALL EXPENSES:	**125,360**	**8,114**	**77,350**	**48,010**	**62%**	**16,670**
NET INCOME (LOSS):	**56,640**	**5,196**	**58,201**	**(1,561)**	**103%**	**15,721**

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Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
LEGISLATIVE						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	2,500	-	157	2,343	6%	1,718
STAFF MEMBERSHIP DUES	215	-	-	215	0%	161
JUD RECOMMEND COMMITTEE	3,250	-	1,096	2,154	34%	1,342
SUBSCRIPTIONS	2,000	-	1,990	10	99%	(490)
TELEPHONE	575	50	446	129	78%	(15)
CONTRACT LOBBYIST	12,500	-	12,500	-	100%	(3,125)
LEGISLATIVE REVIEW COMMITTEE	1,250	-	-	1,250	0%	938
BOG LEGISLATIVE COMMITTEE	300	-	-	300	0%	225
STAFF CONFERENCE & TRAINING	2,200	-	248	1,952	11%	1,402
TOTAL DIRECT EXPENSES:	**24,790**	**50**	**16,437**	**8,353**	**66%**	**2,155**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.70 FTE)	164,492	16,078	111,815	52,677	68%	11,554
BENEFITS EXPENSE	47,770	4,415	35,966	11,804	75%	(139)
OTHER INDIRECT EXPENSE	58,539	3,351	37,142	21,397	63%	6,763
TOTAL INDIRECT EXPENSES:	**270,801**	**23,845**	**184,923**	**85,878**	**68%**	**18,178**
TOTAL ALL EXPENSES:	**295,591**	**23,894**	**201,360**	**94,231**	**68%**	**20,333**
NET INCOME (LOSS):	**(295,591)**	**(23,894)**	**(201,360)**	**(94,231)**	**68%**	**20,333**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
MANDATORY CONTINUING LEGAL EDUCATION						
REVENUE:						
ACTIVITY APPLICATION FEE	670,000	50,300	512,300	157,700	76%	9,800
ACTIVITY APPLICATION LATE FEE	250,000	20,900	195,950	54,050	78%	8,450
MCLE LATE FEES	232,000	2,550	286,525	(54,525)	124%	112,525
ANNUAL ACCREDITED SPONSOR FEES	36,250	-	35,750	500	99%	8,563
ATTENDANCE LATE FEES	120,000	10,950	87,250	32,750	73%	(2,750)
COMITY CERTIFICATES	30,000	625	29,100	900	97%	6,600
TOTAL REVENUE:	**1,338,250**	**85,325**	**1,146,875**	**191,375**	**86%**	**143,187**
DIRECT EXPENSES:						
DEPRECIATION	142,057	12,013	108,110	33,947	76%	(1,567)
STAFF MEMBERSHIP DUES	525	-	525	-	100%	(131)
MCLE BOARD EXPENSES	6,000	-	1,081	4,919	18%	3,419
STAFF TRAVEL/PARKING	50	-	-	50	0%	38
STAFF CONFERENCE & TRAINING	4,400	-	-	4,400	0%	3,300
TOTAL DIRECT EXPENSES:	**153,032**	**12,013**	**109,716**	**43,316**	**72%**	**5,058**
INDIRECT EXPENSES:						
SALARY EXPENSE (4.73 FTE)	407,360	29,766	318,285	89,075	78%	(12,765)
BENEFITS EXPENSE	124,032	10,924	99,254	24,779	80%	(6,229)
OTHER INDIRECT EXPENSE	162,876	9,327	103,376	59,501	63%	18,782
TOTAL INDIRECT EXPENSES:	**694,269**	**50,017**	**520,914**	**173,355**	**75%**	**(213)**
TOTAL ALL EXPENSES:	**847,301**	**62,030**	**630,630**	**216,671**	**74%**	**4,845**
NET INCOME (LOSS):	**490,949**	**23,295**	**516,245**	**(25,296)**	**105%**	**148,033**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

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For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
MEMBER SERVICES & ENGAGEMENT TEAM						
(LLB-MINI-MSE-NME)						
REVENUE:						
ROYALTIES	10,800	2,400	9,600	1,200	89%	1,500
NME PRODUCT SALES	120,000	5,856	104,375	15,625	87%	14,375
DIGITAL VIDEO SALES	25,000	1,127	24,157	843	97%	5,407
SPONSORSHIPS	11,500	-	11,000	500	96%	2,375
SEMINAR REGISTRATIONS	12,000	720	8,332	3,668	69%	(668)
TRIAL ADVOCACY PROGRAM	12,000	-	13,805	(1,805)	115%	4,805
TOTAL REVENUE:	**191,300**	**10,103**	**171,269**	**20,031**	**90%**	**27,794**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,500	407	496	3,004	14%	2,129
STAFF CONFERENCE & TRAINING	2,700	-	(25)	2,725	-1%	2,050
SMALL TOWN AND RURAL COMMITTEE	7,500	1,197	1,197	6,303	16%	4,428
PRINTING & COPYING	1,600	-	1,502	98	94%	(302)
DISABILITY ACCOMMODATIONS	2,000	-	-	2,000	0%	1,500
HONORARIUM	1,500	-	-	1,500	0%	1,125
SUBSCRIPTIONS	400	-	398	2	99%	(98)
NEW MEMBER LIAISON SECTION PROGRAM	1,300	-	565	735	43%	410
SMALL TOWN AND RURAL COMMITTEE OUTREACH AND ACTIVITIES	70,000	4,838	55,838	14,162	80%	(3,338)
ON24 OVERAGE CHARGE	4,500	-	4,422	78	98%	(1,047)
MEMBER ENGAGEMENT COUNCIL	500	137	137	363	27%	238
NEW MEMBER OUTREACH EVENTS	5,000	-	1,973	3,027	39%	1,777
SPEAKERS & PROGRAM DEVELOP	100	-	-	100	0%	75
WASHINGTON NEW MEMBERS COMMITTEE	15,000	(450)	8,832	6,168	59%	2,418
TRIAL ADVOCACY EXPENSES	3,200	-	2,473	727	77%	(73)
LAW LIBRARY DESKBOOK ACCESS	10,000	-	-	10,000	0%	7,500
LAW SCHOOL OUTREACH	500	-	66	434	13%	309
RECEPTION/FORUM EXPENSE	1,000	-	17	983	2%	733
STAFF MEMBERSHIP DUES	1,020	-	195	825	19%	570
LIBRARY MATERIALS/RESOURCES	4,000	11	346	3,654	9%	2,654
SPEAKERS & PROGRAM DEVELOPMENT	500	-	-	500	0%	375
AWARDS	1,000	-	72	928	7%	678
TOTAL DIRECT EXPENSES:	**136,820**	**6,140**	**78,504**	**58,316**	**57%**	**24,111**
INDIRECT EXPENSES:						
SALARY EXPENSE (4.73 FTE)	341,638	29,534	266,530	75,108	78%	(10,301)
BENEFITS EXPENSE	117,073	10,871	93,825	23,248	80%	(6,020)
OTHER INDIRECT EXPENSE	162,876	9,327	103,375	59,501	63%	18,782
TOTAL INDIRECT EXPENSES:	**621,588**	**49,732**	**463,730**	**157,857**	**75%**	**2,460**
TOTAL ALL EXPENSES:	**758,408**	**55,871**	**542,235**	**216,173**	**71%**	**26,571**
NET INCOME (LOSS):	**(567,108)**	**(45,768)**	**(370,966)**	**(196,142)**	**65%**	**54,365**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
OFFICE OF THE EXECUTIVE DIRECTOR						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
LEADERSHIP TRAINING	20,000	14,290	15,959	4,041	80%	(959)
WASHINGTON LEADERSHIP INSTITUTE	100,000	-	100,000	-	100%	(25,000)
ED TRAVEL & OUTREACH	6,000	139	3,574	2,426	60%	926
STAFF TRAVEL/PARKING	2,000	198	1,782	218	89%	(282)
STAFF CONFERENCE & TRAINING	13,300	1,405	11,231	2,069	84%	(1,256)
STAFF MEMBERSHIP DUES	1,335	-	1,120	215	84%	(119)
TOTAL DIRECT EXPENSES:	**142,635**	**16,033**	**133,665**	**8,970**	**94%**	**(26,689)**
INDIRECT EXPENSES:						
SALARY EXPENSE (4.23 FTE)	643,856	61,528	499,185	144,671	78%	(16,293)
BENEFITS EXPENSE	142,505	13,956	118,594	23,910	83%	(11,716)
OTHER INDIRECT EXPENSE	145,659	8,348	92,529	53,130	64%	16,715
TOTAL INDIRECT EXPENSES:	**932,020**	**83,833**	**710,309**	**221,711**	**76%**	**(11,294)**
TOTAL ALL EXPENSES:	**1,074,655**	**99,866**	**843,975**	**230,680**	**79%**	**(37,983)**
NET INCOME (LOSS):	**(1,074,655)**	**(99,866)**	**(843,975)**	**(230,680)**	**79%**	**(37,983)**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

OFFICE OF GENERAL COUNSEL

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
RECOVERY OF DISCIPLINE COSTS	-	-	1,000	(1,000)		1,000
TOTAL REVENUE:	**-**	**-**	**1,000**	**(1,000)**		**-**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,500	45	2,669	831	76%	(44)
STAFF MEMBERSHIP DUES	2,500	-	2,004	497	80%	(129)
COURT RULES COMMITTEE	1,000	-	-	1,000	0%	750
CUSTODIANSHIPS	5,000	-	301	4,699	6%	3,449
WILLS	1,000	-	-	1,000	0%	750
LITIGATION EXPENSES	1,000	-	-	1,000	0%	750
DISABILITY ACCOMMODATIONS	2,500	-	495	2,005	20%	1,380
STAFF CONFERENCE & TRAINING	10,250	1,609	5,705	4,545	56%	1,983
TOTAL DIRECT EXPENSES:	**26,750**	**1,653**	**11,173**	**15,577**	**42%**	**8,889**
INDIRECT EXPENSES:						
SALARY EXPENSE (6.12 FTE)	718,300	58,483	515,317	202,982	72%	23,407
BENEFITS EXPENSE	187,732	17,271	145,627	42,106	78%	(4,828)
OTHER INDIRECT EXPENSE	210,741	12,087	133,968	76,773	64%	24,088
TOTAL INDIRECT EXPENSES:	**1,116,772**	**87,840**	**794,911**	**321,861**	**71%**	**42,668**
TOTAL ALL EXPENSES:	**1,143,522**	**89,494**	**806,085**	**337,438**	**70%**	**51,557**
NET INCOME (LOSS):	**(1,143,522)**	**(89,494)**	**(805,085)**	**(338,438)**	**70%**	**52,557**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

OFFICE OF GENERAL COUNSEL - DISCIPLINARY BOARD

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSE:						
STAFF MEMBERSHIP DUES	100	-	-	100	0%	75
DISCIPLINARY BOARD EXPENSES	3,000	-	127	2,873	4%	2,123
CHIEF HEARING OFFICER	41,200	3,333	29,997	11,203	73%	903
COURT REPORTERS	33,100	-	37,310	(4,210)	113%	(12,485)
HEARING OFFICER EXPENSES	4,000	-	348	3,652	9%	2,652
HEARING OFFICER TRAINING	1,000	-	1,298	(298)	130%	(548)
APPOINTED COUNSEL	50,645	4,235	37,975	12,670	75%	9
DISCIPLINARY SELECTION PANEL	1,000	-	-	1,000	0%	750
STAFF CONFERENCE & TRAINING	2,200	-	-	2,200	0%	1,650
TOTAL DIRECT EXPENSES:	**136,245**	**7,568**	**107,054**	**29,191**	**79%**	**(4,870)**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.30 FTE)	128,774	10,665	100,395	28,379	78%	(3,815)
BENEFITS EXPENSE	37,003	3,471	29,773	7,230	80%	(2,021)
OTHER INDIRECT EXPENSE	44,765	2,569	28,479	16,286	64%	5,095
TOTAL INDIRECT EXPENSES:	**210,543**	**16,706**	**158,647**	**51,896**	**75%**	**(740)**
TOTAL ALL EXPENSES:	**346,788**	**24,274**	**265,701**	**81,087**	**77%**	**(5,610)**
NET INCOME (LOSS):	**(346,788)**	**(24,274)**	**(265,701)**	**(81,087)**	**77%**	**(5,610)**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

PRACTICE OF LAW BOARD

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
PRACTICE OF LAW BOARD	16,000	493	1,758	14,242	11%	10,242
STAFF TRAVEL/PARKING	200	-	196	4	98%	(46)
TOTAL DIRECT EXPENSES:	**16,200**	**493**	**1,954**	**14,246**	**12%**	**10,196**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.55 FTE) **	63,145	5,793	47,244	15,901	75%	115
BENEFITS EXPENSE	16,771	1,368	13,019	3,752	78%	(441)
OTHER INDIRECT EXPENSE	18,939	1,089	12,074	6,866	64%	2,131
TOTAL INDIRECT EXPENSES:	**98,855**	**8,250**	**72,336**	**26,519**	**73%**	**1,805**
TOTAL ALL EXPENSES:	**115,055**	**8,743**	**74,290**	**40,765**	**65%**	**12,001**
NET INCOME (LOSS):	**(115,055)**	**(8,743)**	**(74,290)**	**(40,765)**	**65%**	**12,001**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
PUBLIC SERVICE PROGRAMS						
REVENUE:						
DONATIONS & GRANTS	132,635	-	132,639	(4)	100%	33,163
TOTAL REVENUE:	**132,635**	**-**	**132,639**	**(4)**	**100%**	**33,163**
DIRECT EXPENSES:						
DONATIONS/SPONSORSHIPS/GRANTS	-	-	(5,178)	5,178		5,178
STAFF TRAVEL/PARKING	2,000	-	66	1,934	3%	1,434
PRO BONO & PUBLIC SERVICE COMMITTEE	3,500	342	2,851	649	81%	(226)
STAFF CONFERENCE & TRAINING	3,200	-	669	2,531	21%	1,731
PRO BONO OUTREACH	4,000	-	-	4,000	0%	3,000
TOTAL DIRECT EXPENSES:	**12,700**	**342**	**(1,592)**	**14,292**	**-13%**	**11,117**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.10 FTE) **	187,614	15,269	128,869	58,745	69%	11,841
BENEFITS EXPENSE	50,197	5,211	41,960	8,238	84%	(4,312)
OTHER INDIRECT EXPENSE	72,313	4,133	42,902	29,411	59%	11,332
TOTAL INDIRECT EXPENSES:	**310,124**	**24,613**	**213,731**	**96,393**	**69%**	**18,862**
TOTAL ALL EXPENSES:	**322,824**	**24,955**	**212,139**	**110,685**	**66%**	**29,979**
NET INCOME (LOSS):	**(190,189)**	**(24,955)**	**(79,500)**	**(110,689)**	**42%**	**63,142**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

PUBLICATION & DESIGN SERVICES

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
SUBSCRIPTIONS	200	-	-	200	0%	150
IMAGE LIBRARY	4,800	-	4,756	44	99%	(1,156)
TOTAL DIRECT EXPENSES:	**5,000**	**-**	**4,756**	**244**	**95%**	**(1,006)**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.89 FTE)	70,644	6,154	54,012	16,632	76%	(1,029)
BENEFITS EXPENSE	22,914	2,111	18,304	4,610	80%	(1,118)
OTHER INDIRECT EXPENSE	30,647	1,760	19,509	11,138	64%	3,476
TOTAL INDIRECT EXPENSES:	**124,205**	**10,026**	**91,825**	**32,380**	**74%**	**1,329**
TOTAL ALL EXPENSES:	**129,205**	**10,026**	**96,581**	**32,624**	**75%**	**323**
NET INCOME (LOSS):	**(129,205)**	**(10,026)**	**(96,581)**	**(32,624)**	**75%**	**323**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

REGULATORY SERVICES FTE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF MEMBERSHIP DUES	490	-	490	-	100%	(123)
STAFF CONFERENCE & TRAINING	11,500	100	834	10,666	7%	7,791
STAFF TRAVEL/PARKING	600	36	216	384	36%	234
TOTAL DIRECT EXPENSES:	**12,590**	**136**	**1,540**	**11,050**	**12%**	**8,025**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.00 FTE) **	288,255	24,343	210,361	77,894	73%	5,830
BENEFITS EXPENSE	68,347	6,161	52,951	15,396	77%	(1,691)
OTHER INDIRECT EXPENSE	68,870	3,939	43,656	25,213	63%	7,996
TOTAL INDIRECT EXPENSES:	**425,472**	**34,443**	**306,969**	**118,503**	**72%**	**12,135**
TOTAL ALL EXPENSES:	**438,062**	**34,579**	**308,509**	**129,553**	**70%**	**20,160**
NET INCOME (LOSS):	**(438,062)**	**(34,579)**	**(308,509)**	**(129,553)**	**70%**	**20,037**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

REGULATORY REFORM

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CONSULTING SERVICES	25,000	-	8,828	16,172	35%	9,922
OUTREACH EXPENSES	10,000	-	-	10,000	0%	7,500
MEETING EXPENSE	2,000	-	-	2,000	0%	1,500
SOFTWARE HOSTING	20,000	-	-	20,000	0%	15,000
TOTAL DIRECT EXPENSES:	**57,000**	**-**	**8,828**	**48,172**	**15%**	**-**
INDIRECT EXPENSES:						
SALARY EXPENSE (0.85 FTE) **	110,346	9,773	86,186	24,160	78%	(3,426)
BENEFITS EXPENSE	27,639	2,604	21,994	5,645	80%	(1,265)
OTHER INDIRECT EXPENSE	29,270	1,674	18,553	10,716	63%	3,399
TOTAL INDIRECT EXPENSES:	**167,255**	**14,051**	**126,733**	**40,521**	**76%**	**(1,292)**
TOTAL ALL EXPENSES:	**224,255**	**14,051**	**135,561**	**88,693**	**60%**	**(1,292)**
NET INCOME (LOSS):	**(224,255)**	**(14,051)**	**(135,561)**	**(88,693)**	**60%**	**32,630**

**Budget reallocations apply to this line item. For details, see FY26 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
SECTIONS ADMINISTRATION						
REVENUE:						
REIMBURSEMENTS FROM SECTIONS	275,000	1,088	395,034	(120,034)	144%	188,784
TOTAL REVENUE:	**275,000**	**1,088**	**395,034**	**(120,034)**	**144%**	**188,784**
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	1,900	-	336	1,564	18%	1,089
SECTION/COMMITTEE CHAIR MTGS	500	-	148	352	30%	227
TOTAL DIRECT EXPENSES:	**2,400**	**-**	**484**	**1,916**	**20%**	**1,316**
INDIRECT EXPENSES:						
SALARY EXPENSE (2.53 FTE)	174,309	14,861	134,458	39,851	77%	(3,726)
BENEFITS EXPENSE	61,514	5,709	49,144	12,370	80%	(3,009)
OTHER INDIRECT EXPENSE	87,120	4,997	55,388	31,732	64%	9,952
TOTAL INDIRECT EXPENSES:	**322,943**	**25,567**	**238,990**	**83,953**	**74%**	**3,217**
TOTAL ALL EXPENSES:	**325,343**	**25,567**	**239,474**	**85,869**	**74%**	**4,534**
NET INCOME (LOSS):	**(50,343)**	**(24,479)**	**155,560**	**(205,903)**	**-309%**	**193,318**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
SECTIONS OPERATIONS						
REVENUE:						
SECTION DUES	451,143	1,810	636,773	(185,630)	141%	298,416
SEMINAR PROFIT SHARE	157,850	-	1,498	156,352	1%	(116,890)
PUBLICATIONS REVENUE	1,250	-	322	928	26%	(615)
OTHER	43,073	1,350	32,640	10,433	76%	335
TOTAL REVENUE:	**653,316**	**3,160**	**671,233**	**(17,917)**	**103%**	**181,246**
DIRECT EXPENSES:						
DIRECT EXPENSES OF SECTION ACTIVITIES	810,582	62,946	323,109	487,473	40%	284,827
REIMBURSEMENT TO WSBA FOR INDIRECT EXPENSES	280,540	1,088	395,034	(114,495)	141%	(184,630)
TOTAL DIRECT EXPENSES:	**1,091,122**	**64,033**	**718,144**	**372,978**	**66%**	**100,197**
NET INCOME (LOSS):	**(437,806)**	**(60,873)**	**(46,911)**	**(390,895)**	**11%**	**281,444**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
TECHNOLOGY						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CONSULTING SERVICES	1,019,797	96,215	561,659	458,138	55%	203,189
STAFF TRAVEL/PARKING	1,000	-	301	699	30%	449
STAFF MEMBERSHIP DUES	410	-	-	410	0%	308
TELEPHONE	90,000	6,724	67,400	22,600	75%	100
COMPUTER HARDWARE	65,000	553	44,862	20,138	69%	3,888
COMPUTER SOFTWARE	518,000	2,287	296,324	221,676	57%	92,176
HARDWARE SERVICE & WARRANTIES	50,000	-	16,380	33,620	33%	21,120
SOFTWARE MAINTENANCE & LICENSING	470,000	11,591	426,325	43,675	91%	(73,825)
THIRD PARTY SERVICES	177,600	654	115,051	62,549	65%	18,149
CLOUD INFRASTRUCTURE	130,000	5,630	42,273	87,727	33%	55,227
STAFF CONFERENCE & TRAINING	6,000	-	-	6,000	0%	4,500
TRANSFER TO INDIRECT EXPENSES	(2,527,807)	(123,655)	(1,570,573)	(957,234)	62%	(325,282)
TOTAL DIRECT EXPENSES:	-	-	-	-		-
INDIRECT EXPENSES:						
SALARY EXPENSE (5.00 FTE)	629,276	29,393	526,879	102,397	84%	(54,922)
BENEFITS EXPENSE	158,341	14,497	136,204	22,137	86%	(17,448)
CAPITAL LABOR & OVERHEAD	-	-	(23,920)	23,920		(23,920)
OTHER INDIRECT EXPENSE	172,174	9,856	109,242	62,932	63%	19,889
TOTAL INDIRECT EXPENSES:	**959,791**	**53,746**	**748,405**	**211,386**	**78%**	**(76,401)**
TOTAL ALL EXPENSES:	**959,791**	**53,746**	**748,405**	**211,386**	**78%**	**(76,401)**
NET INCOME (LOSS):	**(959,791)**	**(53,746)**	**(748,405)**	**(211,386)**	**78%**	**(28,562)**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

VOLUNTEER ENGAGEMENT

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
POSTAGE	600	-	-	600	0%	450
STAFF MEMBERSHIP DUES	385	-	424	(39)	110%	(135)
STAFF CONFERENCE & TRAINING	4,500	1,300	2,953	1,547	66%	422
SUBSCRIPTIONS	816	-	744	72	91%	(132)
VOLUNTEER RECOGNITION	2,000	1,370	2,030	(30)	102%	(530)
REGULATORY SCHOOL	10,000	657	5,967	4,033	60%	1,533
ABA DELEGATES	18,000	-	6,876	11,124	38%	6,624
TOTAL DIRECT EXPENSES:	**36,301**	**3,327**	**18,995**	**17,306**	**52%**	**8,231**
INDIRECT EXPENSES:						
SALARY EXPENSE (1.70 FTE)	149,220	12,354	111,799	37,421	75%	116
BENEFITS EXPENSE	45,777	4,219	36,376	9,400	79%	(2,044)
OTHER INDIRECT EXPENSE	58,539	3,348	37,107	21,433	63%	6,798
TOTAL INDIRECT EXPENSES:	**253,536**	**19,920**	**185,282**	**68,254**	**73%**	**4,870**
TOTAL ALL EXPENSES:	**289,837**	**23,247**	**204,277**	**85,560**	**70%**	**4,870**
NET INCOME (LOSS):	**(289,837)**	**(23,247)**	**(204,277)**	**(85,560)**	**70%**	**13,101**

Washington State Bar Association

Statement of Activities
For the Period from June 01, 2026 to June 30, 2026
75% OF YEAR COMPLETE

	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
INDIRECT EXPENSES:						
SALARIES	14,130,725	1,146,070	10,601,628	3,529,096	75%	(3,585)
TEMPORARY SALARIES	212,850	23,337	145,245	67,605	68%	14,392
CAPITAL LABOR & OVERHEAD	-	-	(23,920)	23,920		23,920
ALLOWANCE FOR OPEN POSITIONS	(200,000)	-	-	(200,000)	0%	(150,000)
EMPLOYEE ASSISTANCE PLAN	4,800	-	2,400	2,400	50%	1,200
EMPLOYEE SERVICE AWARDS	2,260	330	1,028	1,232	45%	667
FICA (EMPLOYER PORTION)	1,067,890	86,563	785,905	281,985	74%	15,012
L&I INSURANCE	65,406	15,145	44,196	21,210	68%	4,858
WA STATE FAMILY MEDICAL LEAVE (EMPLOYER PO	38,961	3,734	31,725	7,236	81%	(2,504)
MEDICAL (EMPLOYER PORTION)	1,959,293	190,650	1,663,391	295,902	85%	(193,921)
RETIREMENT (EMPLOYER PORTION)	778,534	64,230	582,092	196,442	75%	1,809
TRANSPORTATION ALLOWANCE	25,944	278	26,991	(1,047)	104%	(7,533)
UNEMPLOYMENT INSURANCE	73,419	7,971	63,576	9,843	87%	(8,512)
TOTAL SALARY & BENEFITS EXPENSE:	**18,160,082**	**1,538,307**	**13,924,258**	**4,235,824**	**77%**	**(304,196)**
WORKPLACE BENEFITS	60,150	3,242	18,825	41,325	31%	26,288
HUMAN RESOURCES POOLED EXP	115,700	5,546	61,728	53,972	53%	25,047
MEETING SUPPORT EXPENSES	9,950	235	6,363	3,587	64%	1,099
RENT	923,055	76,014	717,575	205,481	78%	(25,283)
PERSONAL PROP TAXES-WSBA	6,500	514	4,942	1,558	76%	(67)
FURNITURE, MAINT, LH IMP	48,450	2,030	22,032	26,418	45%	14,305
SAFETY & SECURITY	10,420	254	1,678	8,742	16%	6,137
OFFICE SUPPLIES & EQUIPMENT	19,635	535	10,984	8,651	56%	3,742
FURN, LH IMP, & OFFICE EQUIP DEPRECIATION	224,084	18,639	167,260	56,825	75%	803
COMPUTER HARDWARE DEPRECIATION	47,971	4,660	39,780	8,191	83%	(3,802)
COMPUTER SOFTWARE DEPRECIATION	36,319	2,605	29,006	7,313	80%	(1,767)
INSURANCE	273,491	22,171	199,540	73,951	73%	5,578
WORK HOME FURNITURE & EQUIP	10,500	-	2,462	8,038	23%	5,413
PROFESSIONAL FEES-AUDIT	43,500	-	41,695	1,805	96%	(9,070)
PROFESSIONAL FEES-LEGAL	250,000	9,241	47,210	202,790	19%	140,290
ONLINE LEGAL RESEARCH	89,000	6,511	64,757	24,243	73%	1,993
ACCOMODATIONS FUND	6,500	-	-	6,500	0%	4,875
TRANSLATION SERVICES	25,000	2,390	12,622	12,378	50%	6,128
TELEPHONE & INTERNET	33,600	2,660	24,190	9,410	72%	1,010
POSTAGE - GENERAL	12,000	590	5,974	6,026	50%	3,026
RECORDS MANAGEMENT	7,500	-	-	7,500	0%	5,625
BANK FEES	27,000	(4,483)	13,703	13,297	51%	6,547
PRODUCTION MAINTENANCE & SUPPLIES	13,250	-	6,580	6,670	50%	3,358
COMPUTER POOLED EXPENSES	2,527,807	123,606	1,570,018	957,789	62%	325,837
TOTAL OTHER INDIRECT EXPENSES:	**4,821,383**	**276,960**	**3,068,926**	**1,752,457**	**64%**	**547,111**
TOTAL INDIRECT EXPENSES:	**22,981,465**	**1,815,267**	**16,993,183**	**5,988,281**	**74%**	**242,915**

Washington State Bar Association

Statement of Activities

For the Period from June 01, 2026 to June 30, 2026

75% OF YEAR COMPLETE

SUMMARY PAGE	FISCAL 2026 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE
ACCESS TO JUSTICE	(369,448)	(29,612)	(228,584)	(140,864)
ADMISSIONS/BAR EXAM	(70,382)	3,383	699,621	(770,004)
ADVANCEMENT FTE	(322,209)	(28,682)	(239,045)	(83,164)
BAR NEWS	(184,871)	(11,817)	(95,228)	(89,643)
BENCH BAR PRESS	-	100	(75)	75
BOARD OF GOVERNORS	(656,550)	(38,930)	(426,886)	(229,664)
CONFERENCE & BROADCAST SERVICES	(83,138)	(7,270)	(62,330)	(20,808)
CHARACTER & FITNESS BOARD	(183,031)	(14,262)	(131,833)	(51,198)
CLE - PRODUCTS	651,708	13,455	471,915	179,793
CLE - SEMINARS	(521,923)	(52,545)	(407,553)	(114,370)
CLIENT PROTECTION FUND	244,100	5,389	704,653	(460,553)
COMMUNICATIONS	(927,116)	(107,930)	(705,234)	(221,881)
COMMUNICATIONS FTE	(257,458)	(17,956)	(190,944)	(66,514)
DESKBOOKS	(261,267)	(16,504)	(190,782)	(70,486)
DISCIPLINE	(6,714,684)	(503,803)	(4,810,200)	(1,904,484)
DIVERSITY	(266,146)	(27,767)	(114,864)	(151,282)
ENTITY REGULATION	(67,555)	(9,438)	(69,364)	1,809
FACILITIES & OPERATIONS	(749,267)	(60,726)	(570,261)	(179,005)
FINANCE	(630,173)	(16,863)	(332,021)	(298,151)
FOUNDATION	(194,625)	(14,904)	(138,498)	(56,127)
HUMAN RESOURCES	(540,066)	(56,957)	(502,263)	(37,803)
LAW CLERK PROGRAM	(20,825)	(10,872)	96,661	(117,486)
LEGISLATIVE	(295,591)	(23,894)	(201,360)	(94,231)
LEGAL LUNCHBOX	(34,025)	(3,713)	(15,554)	(18,470)
LICENSE FEES	17,652,266	1,451,722	13,419,483	4,232,783
LICENSING AND MEMBERSHIP	(336,145)	(6,072)	(119,476)	(216,669)
LIMITED LICENSE LEGAL TECHNICIAN	(61,045)	(5,065)	(39,084)	(21,961)
LIMITED PRACTICE OFFICERS	56,640	5,196	58,201	(1,561)
MANDATORY CLE ADMINISTRATION	490,949	23,295	516,245	(25,296)
MEMBER WELLNESS PROGRAM	(247,030)	(11,374)	(175,096)	(71,934)
MINI CLE	(134,341)	(10,880)	(99,091)	(35,250)
MEMBER SERVICES & ENGAGEMENT	(418,764)	(27,465)	(292,126)	(126,638)
NEW MEMBER EDUCATION	20,022	(3,711)	35,806	(15,784)
OFFICE OF GENERAL COUNSEL	(1,143,522)	(89,494)	(805,085)	(338,438)
OFFICE OF THE EXECUTIVE DIRECTOR	(1,074,655)	(99,866)	(843,975)	(230,680)
OGC-DISCIPLINARY BOARD	(346,788)	(24,274)	(265,701)	(81,087)
PRACTICE OF LAW BOARD	(115,055)	(8,743)	(74,290)	(40,765)
PRACTICE MANAGEMENT ASSISTANCE	(186,220)	(8,167)	(132,390)	(53,830)
PROFESSIONAL RESPONSIBILITY PROGRAM	(224,777)	(18,275)	(161,328)	(63,448)
PUBLIC SERVICE PROGRAMS	(190,189)	(24,955)	(79,500)	(110,689)
PUBLICATION & DESIGN SERVICES	(129,205)	(10,026)	(96,581)	(32,624)
REGULATORY SERVICES FTE	(438,062)	(34,579)	(308,509)	(129,553)
REGULATORY REFORM	(224,255)	(14,051)	(135,561)	(88,693)
SECTIONS ADMINISTRATION	(50,343)	(24,479)	155,560	(205,903)
SECTIONS OPERATIONS	(437,806)	(60,873)	(46,911)	(390,895)
TECHNOLOGY	(959,791)	(53,746)	(748,405)	(211,386)
VOLUNTEER EDUCATION	(289,837)	(23,247)	(204,277)	(85,560)
INDIRECT EXPENSES	22,981,465	1,815,267	16,993,183	5,988,281
TOTAL OF ALL	**(21,738,972)**	**(1,704,024)**	**(19,091,064)**	**(2,647,908)**
NET INCOME (LOSS)	**(1,242,493)**	**(111,244)**	**2,097,880**	**(3,340,373)**

WASHINGTON STATE
BAR ASSOCIATION

WSBA MISSION

The Washington State Bar Association's mission is to serve the public and the members of the Bar, to ensure the integrity of the legal profession, and to champion justice.

WSBA GUIDING PRINCIPLES

The WSBA will operate a well-managed association that supports its members and advances and promotes:

- **Access to the justice system.**
  Focus: Provide training and leverage community partnerships in order to enhance a culture of service for legal professionals to give back to their communities, with a particular focus on services to underserved low and moderate income people.
- **Diversity, equality, and cultural understanding throughout the legal community.**
  Focus: Work to understand the lay of the land of our legal community and provide tools to members and employers in order to enhance the retention of minority legal professionals in our community.
- **The public's understanding of the rule of law and its confidence in the legal system.**
  Focus: Educate youth and adult audiences about the importance of the three branches of government and how they work together.
- **A fair and impartial judiciary.**
- **The ethics, civility, professionalism, and competence of the Bar.**

MISSION FOCUS AREAS	PROGRAM CRITERIA
Ensuring Competent and Qualified Legal Professionals • Cradle to Grave • Regulation and Assistance **Promoting the Role of Legal Professionals in Society** • Service • Professionalism	• Does the Program further either or both of WSBA's mission-focus areas? • Does WSBA have the competency to operate the Program? • As the mandatory bar, how is WSBA uniquely positioned to successfully operate the Program? • Is statewide leadership required in order to achieve the mission of the Program? • Does the Program's design optimize the expenditure of WSBA resources devoted to the Program, including the balance between volunteer and staff involvement, the number of people served, the cost per person, etc?

2016 – 2018 STRATEGIC GOALS

- **Equip members with skills for the changing profession**
- **Promote equitable conditions for members from historically marginalized or underrepresented backgrounds to enter, stay and thrive in the profession**
- **Explore and pursue regulatory innovation and advocate to enhance the public's access to legal services**

GR 12
REGULATION OF THE PRACTICE OF LAW

The Washington Supreme Court has inherent and plenary authority to regulate the practice of law in Washington. The legal profession serves clients, courts, and the public, and has special responsibilities for the quality of justice administered in our legal system. The Court ensures the integrity of the legal profession and protects the public by adopting rules for the regulation of the practice of law and actively supervising persons and entities acting under the Supreme Court's authority.

[Adopted effective September 1, 2017.]

GR 12.1
REGULATORY OBJECTIVES

Legal services providers must be regulated in the public interest. In regulating the practice of law in Washington, the Washington Supreme Court's objectives include: protection of the public; advancement of the administration of justice and the rule of law; meaningful access to justice and information about the law, legal issues, and the civil and criminal justice systems;

(a) transparency regarding the nature and scope of legal services To be provided, the credentials of those who provide them, and the availability of regulatory protections;

(b) delivery of affordable and accessible legal services;

(c) efficient, competent, and ethical delivery of legal services;

(d) protection of privileged and confidential information;

(e) independence of professional judgment;

(f) Accessible civil remedies for negligence and breach of other duties owed, disciplinary sanctions for misconduct, and advancement of appropriate preventive or wellness programs;

(g) Diversity and inclusion among legal services providers and freedom from discrimination for those receiving legal services and in the justice system.

[Adopted effective September 1, 2017.]

GR 12.2
WASHINGTON STATE BAR ASSOCIATION: PURPOSES, AUTHORIZED ACTIVITIES, AND PROHIBITED ACTIVITIES

In the exercise of its inherent and plenary authority to regulate the practice of law in Washington, the Supreme Court authorizes and supervises the Washington State Bar Association's activities. The Washington State Bar Association carries out the administrative responsibilities and functions expressly delegated to it by this rule and other Supreme Court rules and orders enacted or adopted to regulate the practice of law, including the purposes and authorized activities set forth below.

(a) Purposes: In General. In general, the Washington State Bar Association strives to:

(1) Promote independence of the judiciary and the legal profession.

(2) Promote an effective legal system, accessible to all.

(3) Provide services to its members and the public.

(4) Foster and maintain high standards of competence, professionalism, and ethics among its members.

(5) Foster collegiality among its members and goodwill between the legal profession and the public.

(6) Promote diversity and equality in the courts and the legal profession.

(7) Administer admission, regulation, and discipline of its members in a manner that protects the public and respects the rights of the applicant or member.

(8) Administer programs of legal education.

(9) Promote understanding of and respect for our legal system and the law.

(10) Operate a well-managed and financially sound association, with a positive work environment for its employees.

(11) Serve as a statewide voice to the public and to the branches of government on matters relating to these purposes and the activities of the association and the legal profession.

(b) Specific Activities Authorized. In pursuit of these purposes, the Washington State Bar Association may:

(1) Sponsor and maintain committees and sections, whose activities further these purposes;

(2) Support the judiciary in maintaining the integrity and fiscal stability of an independent and effective judicial system;

(3) Provide periodic reviews and recommendations concerning court rules and procedures;

(4) Administer examinations and review applicants' character and fitness to practice law;

(5) Inform and advise its members regarding their ethical obligations;

(6) Administer an effective system of discipline of its members, including receiving and investigating complaints of misconduct by legal professionals, taking and recommending appropriate punitive and remedial measures, and diverting less serious misconduct to alternatives outside the formal discipline system;

(7) Maintain a program, pursuant to court rule, requiring members to submit fee disputes to arbitration;

(8) Maintain a program for mediation of disputes between members and others;

(9) Maintain a program for legal professional practice assistance;

(10) Sponsor, conduct, and assist in producing programs and products of continuing legal education;

(11) Maintain a system for accrediting programs of continuing legal education;

(12) Conduct examinations of legal professionals' trust accounts;

(13) Maintain a fund for client protection in accordance with the Admission and Practice Rules;

(14) Maintain a program for the aid and rehabilitation of impaired members;

(15) Disseminate information about the organization's activities, interests, and positions;

(16) Monitor, report on, and advise public officials about matters of interest to the organization and the legal profession;

(17) Maintain a legislative presence to inform members of new and proposed laws and to inform public officials about the organization's positions and concerns;

(18) Encourage public service by members and support programs providing legal services to those in need;

(19) Maintain and foster programs of public information and education about the law and the legal system;

(20) Provide, sponsor, and participate in services to its members;

(21) Hire and retain employees to facilitate and support its mission, purposes, and activities, including in the organization's discretion, authorizing collective bargaining;

(22) Establish the amount of all license, application, investigation, and other related fees, as well as charges for services provided by the Washington State Bar Association, and collect, allocate, invest, and disburse funds so that its mission, purposes, and activities may be effectively and efficiently discharged. The amount of any license fee is subject to review by the Supreme Court for reasonableness and may be modified by order of the Court if the Court determines that it is not reasonable;

(23) Administer Supreme-Court-created boards in accordance with General Rule 12.3.

(c) Activities Not Authorized. The Washington State Bar Association will not:

(1)) Take positions on issues concerning the politics or social positions of foreign nations;

(2)) Take positions on political or social issues which do not relate to or affect the practice of law or the administration of justice; or

(3) Support or oppose, in an election, candidates for public office.

[Adopted effective July 17, 1987; amended effective December 10, 1993; September 1, 1997; September 1, 2007; September 1, 2013; September 1, 2017.]

GR 12.3
WASHINGTON STATE BAR ASSOCIATION ADMINISTRATION OF SUPREME COURT-CREATED BOARDS AND COMMITTEES

The Supreme Court has delegated to the Washington State Bar Association the authority and responsibility to administer certain boards and committees established by court rule or order. This delegation of authority includes providing and managing staff, overseeing the boards and committees to monitor their compliance with the rules and orders that authorize and regulate them, paying expenses reasonably and necessarily incurred pursuant to a budget approved by the Board of Governors, performing other functions and taking other actions as provided in court rule or order or delegated by the Supreme Court, or taking other actions as are necessary and proper to enable the board or committee to carry out its duties or functions.

[Adopted effective September 1, 2007; amended effective September 1, 2017.]

GR 12.4
WASHINGTON STATE BAR ASSOCIATION ACCESS TO RECORDS

(a) Policy and Purpose. It is the policy of the Washington State Bar Association to facilitate access to Bar records. A presumption of public access exists for Bar records, but public access to Bar records is not absolute and shall be consistent with reasonable expectations of personal privacy, restrictions in statutes, restrictions in court rules, or as provided in court orders or protective orders issued under court rules. Access shall not unduly burden the business of the Bar.

(b) Scope. This rule governs the right of public access to Bar records. This rule applies to the Washington State Bar Association and its subgroups operated by the Bar including the Board of Governors, committees, task forces, commissions, boards, offices, councils, divisions, sections, and departments. This rule also applies to boards and committees under GR 12.3 administered by the Bar. A person or entity entrusted by the
Bar with the storage and maintenance of Bar records is not subject to this rule and may not respond to a request for access to Bar records, absent express written authority from the Bar or separate authority in rule or statute to grant access to the documents.

(c) Definitions.

(1)) "Access" means the ability to view or obtain a copy of a Bar record.

(2)) "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 Bar and its staff or stored under Bar ownership and control in facilities or servers. Records solely in the possession of hearing officers, non-Bar staff members of boards, committees, task forces, commissions, sections, councils, or divisions that were prepared by the hearing officers or the members and in their sole possession, including private notes and working papers, are not Bar records and are not subject to public access under this rule. Nothing in this rule requires the Bar to create a record that is not currently in possession of the Bar at the time of the request.

(3) "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.

(d) Bar Records--Right of Access.

(1) The Bar shall make available for inspection and copying all Bar records, unless the record falls within the specific exemptions of this rule, or any other state statute (including the Public Records Act, chapter 42.56 RCW) or federal statute or rule as they would be applied to a public agency, or is made confidential by the Rules of Professional Conduct, the Rules for Enforcement of Lawyer Conduct, the Admission to Practice Rules and associated regulations, the Rules for Enforcement of Limited Practice Officer Conduct, General Rule 25, court orders or protective orders issued under those rules, or any other state or federal statute or rule. To the extent required to prevent an unreasonable invasion of personal privacy interests or threat to safety or by the above-referenced rules, statutes, or orders, the Bar shall delete identifying details in a manner consistent with those rules, statutes, or orders when it makes available or publishes any Bar record; however, in each case, the justification for the deletion shall be explained in writing.

(2) In addition to exemptions referenced above, the following categories of Bar records are exempt from public access except as may expressly be made public by court rule:

(A) Records of the personnel committee, and personal information in Bar records for employees, appointees, members, or volunteers of the Bar to the extent that disclosure would violate their right to privacy, including home contact information (unless such information is their address of record), Social Security numbers, driver's license numbers, identification or security photographs held in Bar records, and personal data including ethnicity, race, disability status, gender, and sexual orientation. Membership class and status, bar number, dates of admission or licensing, addresses of record, and business telephone
numbers, facsimile numbers, and electronic mail addresses (unless there has been a request that electronic mail addresses not be made public) shall not be exempt, provided that any such information shall be exempt if the Executive Director approves the confidentiality of that information for reasons of personal security or other compelling reason, which approval must be reviewed annually.

(B) Specific information and records regarding

(i) internal policies, guidelines, procedures, or techniques, the disclosure of which would reasonably be expected to compromise the conduct of disciplinary or regulatory functions, investigations, or examinations;

(ii) application, investigation, and hearing or proceeding records relating to lawyer, Limited Practice Officer, or Limited License Legal Technician admissions, licensing, or discipline, or that relate to the work of ELC 2.5 hearing officers, the Board of Bar Examiners, the Character and Fitness Board, the Law Clerk
Board, the Limited Practice Board, the MCLE Board, the Limited License Legal Technician Board, the Practice of Law Board, or the Disciplinary Board in conducting investigations, hearings or proceedings; and

(iii) the work of the Judicial Recommendation Committee and the Hearing Officer selection panel, unless such records are expressly categorized as public information by court rule.

(C) Valuable formulae, designs, drawings, computer source code or object code, and research data created or obtained by the Bar.

(D) Information regarding the infrastructure, integrity, and security of computer and telecommunication networks, databases, and systems.

(E) Applications for licensure by the Bar and annual licensing forms and related records, including applications for license fee hardship waivers and any decision or determinations on the hardship waiver applications.

(F) Requests by members for ethics opinions to the extent that they contain information identifying the member or a party to the inquiry.

Information covered by exemptions will be redacted from the specific records sought. Statistical information not descriptive of any readily identifiable person or persons may be disclosed.

(3) Persons Who Are Subjects of Records.

(A) Unless otherwise required or prohibited by law, the Bar has the option to give notice of any records request to any member or third party whose records would be included in the Bar's response.

(B) Any person who is named in a record, or to whom a record specifically pertains, may present information opposing the disclosure to the applicable decision maker.

(C) If the Bar decides to allow access to a requested record, a person who is named in that record, or to whom the records specifically pertains, has a right to initiate review or to participate as a party to any review initiated by a requester. The deadlines that apply to a requester apply as well to a person who is a subject of a record.

(e) Bar Records--Procedures for Access.

(1) General Procedures. The Bar Executive Director shall appoint a Bar staff member to serve as the public records officer to whom all records requests shall be submitted. Records requests must be in writing and delivered to the Bar public records officer, who shall respond to such requests within 30 days of receipt. The Washington State Bar Association must implement this rule and adopt and publish on its website the public records officer's work mailing address, telephone number, fax number, and e-mail address, and the procedures and fee schedules for accepting and responding to records requests by the effective date of this rule. The Bar shall acknowledge receipt of the request within 14 days of receipt, and shall communicate with the requester as necessary to clarify any ambiguities as to the records being requested. Records requests shall not be directed to other Bar staff or to volunteers serving on boards, committees, task forces, commissions, sections, councils, or divisions.

(2) Charging of Fees.

(A) A fee may not be charged to view Bar records.

(B) A fee may be charged for the photocopying or scanning of Bar records according to the fee schedule established by the Bar and published on its web site.

(C) A fee not to exceed $30 per hour may be charged for research services required to fulfill a request taking longer than one hour. The fee shall be assessed from the second hour onward.

(f) Extraordinary Requests Limited by Resource Constraints. If a particular request is of a magnitude or burden on resources that the Bar cannot fully comply within 30 days due to constraints on time, resources, and personnel, the Bar shall communicate this information to the requester along with a good faith estimate of the time needed to complete the Bar's response. The Bar must attempt to reach

agreement with the requester as to narrowing the request to a more manageable scope and as to a timeframe for the Bar's response, which may include a schedule of installment responses. If the Bar and requester are unable to reach agreement, the Bar shall respond to the extent practicable, clarify how and why the response differs from the request, and inform the requester that it has completed its response.

(g) Denials. Denials must be in writing and shall identify the applicable exemptions or other bases for denial as well as a written summary of the procedures under which the requesting party may seek further review.

(h) Review of Records Decisions.

(1) Internal Review. A person who objects to a record decision or other action by the Bar's public records officer may request review by the Bar's Executive Director.

(A) A record requester's petition for internal review must be submitted within 90 days of the Bar's public records officer's decision, on such form as the Bar shall designate and make available.

(B) The review proceeding is informal, summary, and on the record.

(C) The review proceeding shall be held within five working days. If that is not reasonably possible, then within five working days the review shall be scheduled for the earliest practical date.

(2) External Review. A person who objects to a records review decision by the Bar's Executive Director may request review by the Records Request Appeals Officer (RRAO) for the Bar.

(A) The requesting party's request for review of the Executive Director's decision must be deposited in the mail and postmarked or delivered to the Bar not later than 30 days after the issuance of the decision, and must be on such form as the Bar shall designate and make available.

(B)) The review will be informal and summary, but in the sole discretion of the RRAO may include the submission of briefs no more than 20 pages long and of oral arguments no more than 15 minutes long.

(C) Decisions of the RRAO are final unless, within 30 days of the issuance of the decision, a request for discretionary review of the decision is filed with the Supreme Court. If review is granted, review is conducted by the Chief Justice of the Washington Supreme Court or his or her designee in accordance with procedures established by the Supreme Court. A designee of the Chief Justice shall be a current or former elected judge. The review proceeding shall be on the record, without additional briefing or argument unless such is ordered by the Chief Justice or his or her designee.

(D) The RRAO shall be appointed by the Board of Governors. The Bar may reimburse the RRAO for all necessary and reasonable expenses incurred in the completion of these duties, and may provide compensation for the time necessary for these reviews at a level established by the Board of Governors.

(i) Monetary Awards Not Allowed. Attorney fees, costs, civil penalties, or fines may not be awarded under this rule.

(j) Effective Date of Rule.

(1) This rule goes into effect on July 1, 2014, and applies to records that are created on or after that date.

(2) Public access to records that are created before that date are to be analyzed according to other court rules, applicable statutes, and the common law balancing test; the Public Records Act, chapter 42.56 RCW, does not apply to such Bar records, but it may be used for nonbinding guidance.

[Adopted effective July 1, 2014; amended effective September 1, 2017.]

GR 12.5
IMMUNITY

All boards, committees, or other entities, and their members and personnel, and all personnel and employees of the Washington State Bar Association, acting on behalf of the Supreme Court under the Admission and Practice Rules, the Rules for Enforcement of Lawyer Conduct, or the disciplinary rules for limited practice officers and limited license legal technicians, shall enjoy quasi-judicial immunity if the Supreme Court would have immunity in performing the same functions.

[Adopted effective January 2, 2008; amended effective September 1, 2017.]

WASHINGTON STATE
BAR ASSOCIATION

2026-2027 WSBA BOARD OF GOVERNORS MEETING SCHEDULE

MEETING DATE	LOCATION	DESCRIPTION	EXECUTIVE COMMITTEE MEETING	MATERIALS DEADLINE
October 16-17, 2026	Clearwater Casino Resort Seattle, WA	Team Building Retreat	N/A	N/A
November 6-7, 2026	Courtyard Marriott Columbia Point Richland, WA	BOG Meeting	October 8, 2026	October 1, 2026
January 15-16, 2027	WSBA Conference Center Seattle, WA	BOG Meeting KCBA MLK Luncheon Jan. 15	December 17, 2026	December 8, 2026
March 19-20, 2027	TBD Olympia, WA	BOG Meeting	February 18, 2027	February 10, 2027
May 13-14, 2027	Enzian Inn Leavenworth, WA	BOG Meeting	April 22, 2027	April 13, 2024
July 7, 2027 July 8, 2027 July 9-10, 2027	Silver Reef Casino Resort, Ferndale, WA	New Governor Orientation BOG Planning Retreat BOG Meeting	June 17, 2027	June 8, 2027
September 24-25, 2027	Hotel Indigo Vancouver, WA	BOG Meeting	September 2, 2027	August 24, 2027

All proposed agenda items and materials must be submitted by the deadline stated above. Materials can be submitted through 1) a staff liaison, 2) staff supervisor or department director, All meeting materials will be published appx. three weeks prior to the meeting.

Materials should include: 1) a cover memo, 2) additional/supplemental materials, 3) be inclusive of all WSBA analyses, if relevant and, 4) be in final form suitable for publication. Click here for more information.

BASIC CHARACTERISTICS OF MOTIONS

From: ***The Complete Idiot's Guide to Robert's Rules***
The Guerilla Guide to Robert's Rules

MOTION	PURPOSE	INTERRUPT SPEAKER?	SECOND NEEDED?	DEBATABLE?	AMENDABLE?	VOTE NEEDED
1. Fix the time to which to adjourn	Sets the time for a continued meeting	No	Yes	No[1]	Yes	Majority
2. Adjourn	Closes the meeting	No	Yes	No	No	Majority
3. Recess	Establishes a brief break	No	Yes	No[2]	Yes	Majority
4. Raise a Question of Privilege	Asks urgent question regarding to rights	Yes	No	No	No	Rules by Chair
5. Call for orders of the day	Requires that the meeting follow the agenda	Yes	No	No	No	One member
6. Lay on the table	Puts the motion aside for later consideration	No	Yes	No	No	Majority
7. Previous question	Ends debate and moves directly to the vote	No	Yes	No	No	Two-thirds
8. Limit or extend limits of debate	Changes the debate limits	No	Yes	No	Yes	Two-thirds
9. Postpone to a certain time	Puts off the motion to a specific time	No	Yes	Yes	Yes	Majority[3]
10. Commit or refer	Refers the motion to a committee	No	Yes	Yes	Yes	Majority
11. Amend an amendment (secondary amendment)	Proposes a change to an amendments	No	Yes	Yes[4]	No	Majority
12. Amend a motion or resolution (primary amendment)	Proposes a change to a main motion	No	Yes	Yes[4]	Yes	Majority
13. Postpone indefinitely	Kills the motion	No	Yes	Yes	No	Majority
14. Main motion	Brings business before the assembly	No	Yes	Yes	Yes	Majority

1 Is debatable when another meeting is scheduled for the same or next day, or if the motion is made while no question Is pending

2 Unless no question is pending

3 Majority, unless it makes question a special order

4 If the motion it is being applied to is debatable

Discussion Protocols
Board of Governors Meetings

Philosophical Statement:

"We take serious our representational responsibilities and will try to inform ourselves on the subject matter before us by contact with constituents, stakeholders, WSBA staff and committees when possible and appropriate. In all deliberations and actions we will be courageous and keep in mind the need to represent and lead our membership and safeguard the public. In our actions, we will be mindful of both the call to action and the constraints placed upon the WSBA by GR 12 and other standards."

Governor's Commitments:

1. Tackle the problems presented; don't make up new ones.
2. Keep perspective on long-term goals.
3. Actively listen to understand the issues and perspective of others before making the final decision or lobbying for an absolute.
4. Respect the speaker, the input and the Board's decision.
5. Collect your thoughts and speak to the point – sparingly!
6. Foster interpersonal relationships between Board members outside Board events.
7. Listen and be courteous to speakers.
8. Speak only if you can shed light on the subject, don't be repetitive.
9. Consider, respect and trust committee work but exercise the Board's obligation to establish policy and insure that the committee work is consistent with that policy and the Board's responsibility to the WSBA's mission.
10. Seek the best decision through quality discussion and ample time (listen, don't make assumptions, avoid sidebars, speak frankly, allow time before and during meetings to discuss important matters).
11. Don't repeat points already made.
12. Everyone should have a chance to weigh in on discussion topics before persons are given a second opportunity.
13. No governor should commit the board to actions, opinions, or projects without consultation with the whole Board.
14. Use caution with e-mail: it can be a useful tool for debating, but e-mail is not confidential and does not easily involve all interests.
15. Maintain the strict confidentiality of executive session discussions and matters.

Discussion Protocols
Board of Governors Meetings

Philosophical Statement:

"We take serious our representational responsibilities and will try to inform ourselves on the subject matter before us by contact with constituents, stakeholders, WSBA staff and committees when possible and appropriate. In all deliberations and actions we will be courageous and keep in mind the need to represent and lead our membership and safeguard the public. In our actions, we will be mindful of both the call to action and the constraints placed upon the WSBA by GR 12 and other standards."

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5. Collect your thoughts and speak to the point – sparingly!
6. Foster interpersonal relationships between Board members outside Board events.
7. Listen and be courteous to speakers.
8. Speak only if you can shed light on the subject, don't be repetitive.
9. Consider, respect and trust committee work but exercise the Board's obligation to establish policy and insure that the committee work is consistent with that policy and the Board's responsibility to the WSBA's mission.
10. Seek the best decision through quality discussion and ample time (listen, don't make assumptions, avoid sidebars, speak frankly, allow time before and during meetings to discuss important matters).
11. Don't repeat points already made.
12. Everyone should have a chance to weigh in on discussion topics before persons are given a second opportunity.
13. No governor should commit the board to actions, opinions, or projects without consultation with the whole Board.
14. Use caution with e-mail: it can be a useful tool for debating, but e-mail is not confidential and does not easily involve all interests.
15. Maintain the strict confidentiality of executive session discussions and matters.

BOARD OF GOVERNORS

WSBA VALUES

Through a collaborative process, the WSBA Board of Governors and Staff have identified these core values that shall be considered by the Board, Staff, and WSBA volunteers (collectively, the "WSBA Community") in all that we do.

To serve the public and our members and to promote justice, the WSBA Community values the following:

- Trust and respect between and among Board, Staff, Volunteers, Members, and the public
- Open and effective communication
- Individual responsibility, initiative, and creativity
- Teamwork and cooperation
- Ethical and moral principles
- Quality customer-service, with member and public focus
- Confidentiality, where required
- Diversity and inclusion
- Organizational history, knowledge, and context
- Open exchanges of information

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BOARD OF GOVERNORS

GUIDING COMMUNICATION PRINCIPLES

In each communication, I will assume the good intent of my fellow colleagues; earnestly and actively listen; encourage the expression of and seek to affirm the value of their differing perspectives, even where I may disagree; share my ideas and thoughts with compassion, clarity, and where appropriate confidentiality; and commit myself to the unwavering recognition, appreciation, and celebration of the humanity, skills, and talents that each of my fellow colleagues bring in the spirt and effort to work for the mission of the WSBA. Therefore, I commit myself to operating with the following norms:

- I will treat each person with courtesy and respect, valuing each individual.
- I will strive to be nonjudgmental, open-minded, and receptive to the ideas of others.
- I will assume the good intent of others.
- I will speak in ways that encourage others to speak.
- I will respect others' time, workload, and priorities.
- I will aspire to be honest and open in all communications.
- I will aim for clarity; be complete, yet concise.
- I will practice "active" listening and ask questions if I don't understand.
- I will use the appropriate communication method (face-to-face, email, phone, voicemail) for the message and situation.
- When dealing with material of a sensitive or confidential nature, I will seek and confirm that there is mutual agreement to the ground rules of confidentiality at the outset of the communication.
- I will avoid triangulation and go directly to the person with whom I need to communicate. (If there is a problem, I will go to the source for resolution rather than discussing it with or complaining to others.)
- I will focus on reaching understanding and finding solutions to problems.
- I will be mindful of information that affects, or might be of interest or value to, others, and pass it along; err on the side of over-communication.
- I will maintain a sense of perspective and respectful humor.

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BOARD OF GOVERNORS

Anthony David Gipe
President

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e-mail: adgipeWSBA@gmail.com

November 2014

BEST PRACTICES AND EXPECTATIONS

- **Attributes of the Board**
  - Competence
  - Respect
  - Trust
  - Commitment
  - Humor

- **Accountability by Individual Governors**
  - Assume Good Intent
  - Participation/Preparation
  - Communication
  - Relevancy and Reporting

- **Team of Professionals**
  - Foster an atmosphere of teamwork
    - Between Board Members
    - The Board with the Officers
    - The Board and Officers with the Staff
    - The Board, Officers, and Staff with the Volunteers
  - We all have common loyalty to the success of WSBA

- **Work Hard and Have Fun Doing It**

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