AGENDA

1. Introductions, February Meeting Recaps, and Approval of February Meeting Minutes (Gov. Kari Petrasek)
2. WSBA Updates (Gov. Petrasek and Julianne Unite)
   a. Committee Applications
   b. STAR Committee Presentation at May BOG Meeting (Gov. Kari Petrasek)
   c. March BOG Meeting Recap (Gov. Kari Petrasek)
3. Subcommittee Report Updates, if any (Subcommittee chairs Laurie Powers, Gov. Petrasek, Betsy Penoyar)
4. FY24 Budget (Julianne Unite, Gov. Kari Petrasek)
5. CLE Updates – Juliane Unite
6. May 6 In-Person Meeting Update (Julianne Unite, Gov. Kari Petrasek)
7. Announcements
8. Other Business
9. Next Steps/ Conclusion
10. Next Meeting: May 6, 2023 – In-person, final location TBD.
11. Adjournment
Small Town and Rural Committee Charter

Effective: July 16, 2021
as approved by the
WSBA Board of
Governors

Purpose

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

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

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

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

Definition of “Rural”

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

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

**Composition**

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

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

WSBA Staff Liaison: Member Services and Engagement Manager or staff member in the Advancement Department, non-voting  
Board of Governor Liaison: as assigned annually, non-voting.

**Terms**

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

**Initial Committee Terms**

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

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

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

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

**Scope of Work**

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

**Measures of Success**

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

**STAR Committee Roles**

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

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

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

**Committee Evaluation**
The STAR Committee should conduct an assessment within five years from the date of Board of Governors’ approval by 1) conducting a survey of rural practitioners to provide stakeholder feedback regarding the impact of this Committee to effectuate change in these areas, 2) assessing the scope of work to reflect impact and progress in this area and align with trends in the greater legal community, and 3) earnestly examining if the Committee is necessary to continue the scope of work.
Small Town and Rural Committee Meeting Minutes
Wednesday, February 22, 2023 | 12:11 p.m. – 1:08 p.m.
Virtual meeting via Zoom

Committee Members Present: Governor Kari Petrasek, Rusty McGuire, Kathryn Burke, Sarah Cuellar, Elizabeth (Betsy) Penoyar, Merf Ehman, Zachary Bryant

Committee Members Absent: Governor Sunitha Anjilvel, Governor Hunter Abell, Allison Foreman, Laurie Powers, Erin Fullner, Erin Lloyd

WSBA Staff Present: Julianne Unite – Member Services and Engagement Manager, Chelle Gegax – Member Services and Engagement Administrative Assistant, Karen Duncan – Education Programs Lead, Kevin Plachy – Advancement Department Manager

WSBA Board of Governors Liaisons: Gov. Sunitha Anjilvel, Gov. Mary Rathbone

Public Attendees Present: Chelsea Baldwin, Judge Rebecca Pennell, Nichole Wheir

Introductions, January Meeting Recaps, and Approval of January Meeting Minutes (Gov. Kari Petrasek)

Governor Kari Petrasek greeted the committee and started the meeting at 12:11 p.m. Judge Rebecca Pennell introduced herself as a first-time attendee, from Yakima. Governor Petrasek asked for any corrections or concerns regarding the minutes from January, no responses. On motion by Committee Member Rusty McGuire, seconded by Committee Member Zachary (Zach) Bryant, by unanimous vote (7-0-0) the committee approved the January meeting minutes.

WSBA Updates (Gov. Petrasek and Julianne Unite)

Kari advised that there were no updates from the BOG pertaining to STAR at this time. WSBA Member Services and Engagement Manager, Julianne Unite, advised that the WSBA is still accepting applicants for the APEX awards. Julianne also advised that we are quickly approaching the opening of applications for the next fiscal year, and STAR Committee will have the following open positions: at-large member, rural member position, and the Seattle University law representative for three-year terms starting Oct. 1, 2023. Kari encouraged those attending as a guest to apply.

Subcommittee Report Updates, if any (Subcommittee chairs Laurie Powers, Gov. Petrasek, Betsy Penoyar)
STAR Committee Member Merf Ehman advised that they met as a committee and decided to meet one additional time, and then would disband the committee as they felt their obligations had been met. The committee is proud to have accomplished the official state day for Rural Practice, and other projects. Nichole Wheir commented that they have received great response from employers (47) with postings of available positions for the job fair. Nichole also commented that most are associate positions open to the graduating class of 2023. This event is open to all job seekers in and out of Washington, and open to anyone seeking employment in Washington rural areas. Judge Pennell offered to send information out to law clerks in the court of appeals. Kari requested WSBA send the information out via WSBA channels. Julianne will work with the WSBA communications department to have information dispersed. Merf commented that this shows a structural issue that there are a lot of jobs for rural opportunities in Washington, but not a lot of resources to connect job seekers.

**CLE/Webinar Update (Karen Duncan)**

WSBA Educational Programs Lead Karen Duncan commented that the CLE outline can be found in the materials for this meeting. The date was moved to April 10th, to not compete with Legal Lunchbox which takes place at the end of each month. Kari thanked Rusty and Katie for their participation in the CLE development. Kari asked that members consider future topics for the CLE, as it was discussed as a series. Kari also suggested that members consider a timeline of when to put on the next CLE.

**APR6 Discussion (Gov. Kari Petrasek)**

Kari advised that the meeting materials include correspondence from herself and Leone Reinbold, regarding the Rule 6 Program because of its importance and benefit to attorneys wanting to practice in rural areas. This is a cost-effective way to get a legal education, without the economical expense of law school. Merf commented that they had previously investigated the program for their organization, but that it was more aimed at larger firms. Merf also commented that there may need to be some rule changes within the program to fit the rural area practice, but overall felt it is a great program and could be a large benefit. Katie agreed that it would be worth having a webinar on and that with Leone having done the APR 6 program, and her brother having gone through law school, that the two may be great speakers. Rebecca commented that she is currently involved in the Rule 6 program, with one subject, and it is a lot of time and effort. She feels that there could be more support and proposed materials, as well as rule changes as Merf suggested. Chelsea Baldwin stated that she is supportive of a webinar and more education but is concerned about the Rule 6 Program having a similar impact as the LLLT program and being ineffective. Julianne commented that there was a CLE on Mentorship produced by WSBA last month, and one speaker was a Rule 6 Mentor, and that there was a lot of interest in the CLE attendance for this program. One of the bigger concerns was finding a Mentor to assist them during the entire program and having that network. Kari commented that all seemed in support, so she and JU would follow up with Leone about next steps.

**FLEC/STAR Collaboration Discussion (Gov. Kari Petrasek)**

Kari advised that the Family Law Section is looking for a speaker for their basic skills CLE and would like someone to speak on Small Town Rural Practice Considerations. Does not need to be a family law
Katie commented that she felt that Sarah Cuellar would be a great fit. Sarah asked if this needed to be in-person or if this was a virtual event. Kari commented that she thought it was in-person and in Cowlitz County. Chelsea Baldwin commented that she is presenting already and could also present on this topic already.

**Limited GAL/Attorney Shortage Discussion (Gov. Kari Petrasek)**

Kari commented that she spoke with WSB President Dan Clark regarding attorney shortages not only in rural counties, but statewide. President Clark would like the STAR Committee to consider offering CLE trainings a low or no cost for Guardian ad litem trainings, since they are difficult and hard to grasp even for seasoned attorneys. Merf asked how this opportunity fit in with the work that OCLA is doing regarding child representation? Kari responded that OCLA does not do GAL work. Zach asked if there was a specific proposal to the committee? Kari responded that she felt they were seeking ideas of how to get more GAL’s into rural areas, to assist with the shortage. Kari commented that if this was done at the county bar level, the county could set the fee to attend rather than WSBA. Rebecca commented that she felt that Judge Barthel would likely be interested in sharing his work, and possibly training others to do so. Rebecca will connect with Judge Barthel and discuss more about his vision on moving forward with training new GAL’s. More discussion will be held at future meetings.

**June Meeting Update (Julianne Unite, Gov. Kari Petrasek)**

Kari advised that an in-person meeting was discussed at the January meeting. The original date of June 3 will not work, and an alternate date of June 10th was offered. Kari asked if committee members might be available on May 6th, prior to graduation weekends and summer travel. Members discussed logistics and availability for May 6th. Julianne commented that proposed mileage alone would be around $3100. Julianne asked that anyone with ideas on meeting spaces available in Yakima, to please reach out. Kari set the meeting date for May 6, in Yakima and it would replace the end of April Meeting.

**Rural Definition – Continued Discussion from Jan. (Gov. Kari Petrasek)**

Kari advised that committee members reviewed the proposed discussions from Chelsea at the January meeting and asked if anyone wanted to continue the discussion further. Chelsea commented that she did not want the definitions to be too limited and exclude the areas that function in a rural way. She feels that limiting the definition to a population size could potentially hurt the groups that this committee should be focusing on. Kari agreed and suggested that the committee may need different definitions for east and west of the mountains. Zach commented that he felt Bellingham would technically qualify as rural.

**Other Business**

Kari asked if there was any other business to be discussed. Julianne commented that she felt a poll was necessary for further finalization of the April/May meeting date for in-person.
Next Steps/ Conclusion
- Poll for in-person meeting date
- Connect with Judge Pennell re meeting space.

Next Meeting: March 22, 2023

Adjournment
Kari adjourned the meeting at 1:08 p.m.
**FY23 Recommendation of FY24 STAR Committee Members**

**Recommendation Team Roles:**
The recommendation team is made up of the STAR Committee Chair (and/or proxy), the Board Liaison(s), and the Staff Liaison. The team will seek to reach consensus on the person to be recommended for each position, in addition to identifying alternatives for positions. Should a vote need to be taken, there are three total votes that can be cast. The Chair, Board Liaison(s), and Staff Liaison will each have one vote.

When the final selection is made, the Committee Chair (or proxy) will draft a cover memo articulating the recommended candidates and description of the recommendation process. The Staff Liaison will submit the recommendations and cover memo to the appropriate WSBA staff for consideration by the WSBA Board of Governors Nominations Committee. All members of the recommendation team should provide the names of people they would like to see listed as alternates. There is no limit on alternates that can be nominated.

**Positions to Fill for FY24:**

<table>
<thead>
<tr>
<th>Region/Position</th>
<th>FY23 STAR Committee Member</th>
<th>Applicants/Candidates (city/town/counties represented)</th>
<th>Recommendation</th>
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<tbody>
<tr>
<td>Seattle University School of Law (2023-2026)</td>
<td>Erin Fullner (term ends Sep. 30, 2023)</td>
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<tr>
<td>Rural (2023 - 2026)</td>
<td>Sarah Cuellar (term ends Sep. 30, 2023)</td>
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<tr>
<td>At-large (2023-2026)</td>
<td>Allison Foreman (term ends Sep. 30, 2023)</td>
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*The current working definition of “rural” is counties of populations of 30,000 or less (this includes Adams, Asotin, Columbia, Ferry, Garfield, Klickitat, Lincoln, Pacific, Pend Oreille, San Juan, Skamania, Wahkiakum). Counties up to 50,000 may also be considered rural (this includes Douglas, Jefferson, Kittitas, Okanogan, Stevens, Whitman). For purposes of the WSBA’s job board postings, a proposed definition of rural could be any county in Washington state other than Thurston, Clark, Pierce, King, Snohomish, Spokane, and Whatcom counties, with the proviso that if the job/person is in a town with a population of 5,000 or less, that may be considered rural. Locations of applicants were verified using addresses in the applicant’s myWSBA profile.

**Not considered located in a rural county under any STAR Committee definition (working).**
**Assessing Applicant Qualifications:**

Applicants for the STAR Committee were provided this volunteer position description. Below is a criteria check list to help the recommendation team in selecting committee members.

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Always (3)</th>
<th>Often (2)</th>
<th>Seldom (1)</th>
<th>None (0)</th>
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<tr>
<td>Understands the various issues facing rural practitioners and communities</td>
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<td>Works toward promoting diversity and inclusion in the legal profession</td>
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<td>Shows initiative, leadership, and responsibility</td>
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<td>Engages with the legal community</td>
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<td>Establishes collaborative relationships</td>
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<tr>
<td>Experience with other volunteer leadership roles</td>
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<tr>
<td>Understands WSBA’s Mission and the role of the Bar</td>
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In addition, the recommendation team should take into consideration the strengths of current STAR Committee members and what additions would be valuable to the committee. Consideration should include skills needed to be replaced due to folks rolling off the STAR Committee this year. The STAR Committee Charter should also be considered when reviewing applications.

Any additional qualifications for consideration should be agreed to before discussions of nominees by the recommendation team. Review of materials, request for additional materials, and/or vetting process used should be consistent across all candidates.
RURAL PRACTICE:
Small Towns, Big Opportunities
Virtual Hiring Event – March 31, 2023

2023 Job Seeker Registration Instructions

Law student and attorney job seekers are invited to register for the 2023 Rural Practice Virtual Hiring Event. This event takes place on Friday, March 31, 2023, and is open to all law students and attorneys interested in legal jobs in small towns and rural areas of Washington State. The event is hosted by Gonzaga University School of Law, in partnership with the WSBA Small Town & Rural Practice Committee, Seattle University School of Law, and University of Washington School of Law.

There is no cost to register. The deadline to register is Wednesday, March 8, 2023.

Registration is a two-step process and must be completed in order.

Step 1: Register via Microsoft Forms here.

Your registration from Step 1 will also serve as an application for a ZagLAW account. Within 2 business days of completing your registration, Gonzaga Law will confirm your information and send you an email with your log in information. If you do not receive this email within 2 business days, please email lawcareers@ Gonzaga.edu.

Step 2: Apply for Jobs. Applications are due MARCH 10, 2023, at 11:59 PM.

Once you have a ZagLAW account, select “OCI and Job Listings” from the left-hand menu, and apply to jobs listed under the “2023 Rural Practice Virtual Hiring Event” OCI.
RURAL PRACTICE:
Small Towns, Big Opportunities

A big opportunity for Washington State legal employers with offices more than 40 miles from Spokane, Seattle/Tacoma, or Vancouver/Portland urban areas:

VIRTUAL HIRING EVENT
MARCH 31, 2023

You may recruit for both law students and attorneys through this free event.

Employer Registration is now open!
1. Visit law-gonzaga.12twenty.com/hire to sign in or create a ZagLAW account.
2. Go to OCI and Job Listings and select “Register for OCI”.
3. Complete the registration form and submit.
4. Follow the prompts to complete a job posting and submit.
5. Register by February 15, 2023 at 5 pm to participate.

Questions about the event?
- Attend the Employer Registration drop-in Zoom information session on Monday, February 6, from 12 noon – 1:00 p.m. https://gonzaga.zoom.us/j/3731215820
- Additional Questions? Email lawcareers@gonzaga.edu

Career fair will open to job applicants on February 6, 2023. Instructions forthcoming.

This event is hosted by Gonzaga University School of Law, in partnership with the WSBA Small Town & Rural Practice Committee, Seattle University School of Law, and University of Washington School of Law.
Will you please include this announcement/notice in our meeting materials? It does not need to be an agenda item other than a bullet point saying announcements.

Kari

Begin forwarded message:

On Mar 21, 2023, at 7:35 AM, La Vonna Jones <justus_3_2002@yahoo.com> wrote:

Good morning, Kari,

Our website for the Basic Skills CLE is open. I am wondering if you would be willing to send an email to STAR section members. If you are willing and able to do so, I have included a very short email below. Please let me know what you decide. Thanks!

As a side note, one of the interesting things we're doing this year is offering the ability to attend for free when people volunteer for various legal clinics. Some of those opportunities are to volunteer remotely. While this does not solve all issues related to the decreasing availability of legal services across our state, we are hoping that it is an opportunity to spark an interest in some folks.

Thanks again for offering to collaborate with us!

Email
Subject line: 2023 Family Law Basic Skills Training Registration is Open!

Message:

Registration is now OPEN! Thank you for your emails, inquiries and patience.

Register and Get information about accomodations: http://bit.ly/40INnT0

Support the Community and Attend Free: You can choose to volunteer at a legal clinic to attend for no cost! Some volunteer opportunities can be done remotely. For details, please scroll down the right side of the registration website.