

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

Small Town and Rural Committee

Small Town and Rural Committee Meeting I Virtual Only

Saturday, May 6, 2023, | 12:30 p.m. – 2:30 p.m.

Via [Zoom](#) | Meeting ID: 879 0573 6111 | Passcode: 811616 | Call-in: 888-788-0099

AGENDA

1. Introductions, March Meeting Recap, and Approval of March Meeting Minutes (Gov. Kari Petrasek)
2. WSBA Updates (Gov. Petrasek and Julianne Unite)
 - a. Committee Applications – Deadline extended until June 2
 - b. STAR Committee Presentation at May BOG Meeting (Gov. Kari Petrasek)
3. Subcommittee Report Updates, if any (Subcommittee chairs Laurie Powers, Gov. Petrasek, Betsy Penoyar)
4. CLE Recap – (Kevin Plachy, Katie Burke, Rusty McGuire, President-elect Hunter Abell, Gov. Kari Petrasek)
5. Recruitment of Rural Practice Attorneys (Gov. Kari Petrasek)
6. FY24 STAR Committee Activities and Budget (Gov. Kari Petrasek and Julianne Unite)
 - a. Creation of Financial Subcommittee Discussion
7. Announcements
8. Other Business
9. Next Steps/ Conclusion
10. Next Meeting: June Date TBD
11. Adjournment

WASHINGTON STATE BAR ASSOCIATION

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.

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee

Small Town and Rural Committee Meeting Minutes Wednesday, March 22, 2023 | 12:11 p.m. – 1:02 p.m. *Virtual meeting via Zoom*

Committee Members Present: Governor Kari Petrasek, Governor Hunter Abell, Rusty McGuire, Kathryn Burke, Sarah Cuellar, Elizabeth Penoyar, Merf Ehman, Zachary Bryant, Laurie Powers, Erin Fullner, Erin Lloyd

Committee Members Absent: Allison Foreman

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

WSBA Board of Governors Liaisons: Governor Sunitha Anjilvel

Public Attendees Present: Mary Rathbone, Chelsea Baldwin, Sophia McByrd Sherry, Annalise Martucci, Judge Rebecca Pennell

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

Governor Kari Petrasek started the meeting at 12:11 p.m. Attendees supplied introductions and greetings. On motion by Committee Member Zachary (Zach) Bryant, seconded by Committee Member Rusty McGuire, by unanimous vote (11-0-0) the committee approved the February meeting minutes.

WSBA Updates (Gov. Petrasek and Julianne Unite)

Committee Applications

Kari advised that applications are now open for anyone wanting to apply for upcoming committee, board, and volunteer groups. A list of open positions can be found on page 10 of the meeting materials. Kari encouraged members to reach out to colleagues who may be interested in applying.

STAR Committee Presentation at May BOG Meeting (Gov. Kari Petrasek)

Kari advised that the STAR Committee Leadership will be giving a presentation to the Board of Governors (BOG), along with anyone from the committee would like to participate, to discuss what the committee has been doing and what financial needs the committee may require in upcoming fiscal years to continue to accomplish their goals. This meeting is scheduled for May 19 and 20 in Yakima, Washington/ Kari asked if Merf was available to present, since they are local to Yakima. Merf responded that they would prefer Friday, May 19.

March BOG Meeting Recap (Gov. Kari Petrasek)

The Diversity, Equity and Inclusion Councils' definition of Diversity was approved and does not include a geographic restriction. The possibility of creating an at-large BOG seat was discussed, specifically for a geographically diverse person. The definition of rural would be defined by what is in the STAR committee charter.

Subcommittee Report Updates, if any (Subcommittee chairs Laurie Powers, Gov. Petrasek, Betsy Penoyar)

STAR Committee Member Laurie Powers provided an update on the rural job fair. The event ended with 48 jobs posted for attorneys and law student interns, and with 44 applicants and 110 applications. Employers are to make interview decisions by end of day March 22, 2023.

Kari advised her committee has not met, no updates.

Betsy advised her committee has not met, no updates.

FY24 Budget (Julianne Unite, Gov. Kari Petrasek)

Kari advised that first draft of the budget was due March 17th, 2023, and was submitted with a proposed budget of \$10,000 for the committee's FY24 expenses. Member Services and Engagement Team Manager, Julianne Unite, encouraged committee members to think of what activities would have a fiscal impact for FY24 and to report those back to Kari and Julianne. Laurie suggested planning for a Summit event in FY24. Merf suggested forming a subcommittee that focused on financial issues like student loan forgiveness, the stipend program, and other potential topics. Kari agreed and will schedule this as an agenda discussion item for the May meeting. The committee discussed creating a new Section focused on Small Town and Rural Practice. WSBA Advancement Department Manager, Kevin Plachy, advised that would not have a financial impact on the committee and suggested that maybe we start with a survey to see how many would be interested in joining the committee, if created. Julianne confirmed that it would need 150 signatures and minimum of 75 joined members to be viable. Kari asked if it would be possible to poll CLE attendees on whether they would be interested in joining a rural practice section.

CLE Updates – (Julianne Unite)

Julianne provided an update on behalf of WSBA Educational Programs Lead, Karen Duncan. The final agenda is available, and the CLE will be for 1.5 credits. Julianne advised that there are over 900 registrants as of today's meeting for this CLE. Kevin added that there is one more e-blast to go out to members about the CLE one week prior to the event and attendance numbers typically raise following that communication. STAR Committee Member, Kathryn (Katie) Burke, asked if the 30 minutes that was slated for herself, Rusty and Hunter would be individual presentations roughly 10 minutes each, or if they would be responding in more of a format panel? Kevin advised that his presentation part along with Hunter, would take roughly 45 mins, and that would leave 30 minutes for Rusty and Katie. Kevin suggested that Katie and Rusty may want to respond separately, as their demographic areas are different. Kevin will organize a zoom call prior to the event so that presenters can discuss how they will present their portions.

May 6 In-Person Meeting Update (Julianne Unite, Gov. Kari Petrasek)

Kari advised the members of the committee that this will be a hybrid event, and final location is still to be decided. Merf has offered the use of their conference room at Columbia Legal services, however the space seems to only be large enough for the committee members and minimal guest attendees. Kari asked committee members who they felt would be best to market the outreach event to. Judge Rebecca Pennell advised that there is a local bar committee in Yakima that is focused on recruiting new lawyers and would be a good audience. Laurie commented that Heritage would also be a good audience for the event. Merf suggested to invite NJP, NWIRP, and TeamChild who all have offices in that area. Kari said that the meeting is proposed to start around 10:00 a.m., with the committee meeting to follow. Julianne told committee members that she will follow up with those who responded to the meeting accommodations poll who responded unsure, to get final counts of hotel room needs. Judge Pennell also commented that WWL has a large Yakima chapter.

Announcements

Kari reminded the committee that the Family Law committee will be having a basic skills CLE, and materials can be found in the meeting materials packet on page 14. Registration for this CLE is now open.

Other Business

Erin Fullner commented that she is having a change in her role at Seattle U law, which may affect her work with the STAR Committee. She is happy to continue her term, but Seattle U will be hiring someone new and hopefully their focus will include Rural Practice.

Next Steps/ Conclusion

Kari asked if there were any additional announcements or other business. No responses from members.

Next Meeting: May 6, 2023 – In-person, final location TBD.

Kari reminded the committee that the May meeting will take place of a joint April/May meeting.

Adjournment

Kari adjourned the meeting at 1:02 p.m.

TO: WSBA Board of Governors
CC: Terra Nevitt, Executive Director
FROM: Kari Petrasek, Chair, STAR Committee
DATE: May 1, 2023
RE: Update on the STAR Committee to the WSBA Board of Governors

REPORT: Update on the work of the WSBA Small Town and Rural (STAR) Committee.

Background

The STAR Committee Charter was approved by the Board of Governors on April 17, 2021.

The charter outlined the scope of work of the STAR Committee in three areas delineated as follows:

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.

FY2022 Laid the Foundation for the STAR Committee's Work

The STAR Committee began its work in FY22. Following the initial meeting, the STAR Committee organized into three subcommittees reflecting the three areas of Charter emphasis outlined above. Having done so, the STAR Committee proceeded to debate and adopt a Strategic Plan designed to provide near-term, mid-term, and long-term goals. The STAR Committee also researched and addressed the definition of "rural" and worked with WSBA staff to identify

content for a rural-themed edition of the WSBA Bar News. Finally, the STAR Committee worked with WSBA staff to create an opportunity for no cost advertising for rural job postings on the WSBA website.

Over the course of the inaugural year, the STAR Committee met with various members of the WSBA and members of the public, including, but not limited to, Madeleine Shojai and Beatrice Lucas from the Washington Attorney General's Office of Military and Veteran Legal Assistance.

FY2023 Goals and Accomplishments

The STAR Committee has established its goals for the year and approached the work we do with an eye towards the three areas delineated in the charter.

Community Education and Outreach – We hosted a rural practice networking event on November 15, 2022 that had 64 attendees. On the same date, the Governor's office declared November 15 Rural Practice Day thanks to the dedicated work of a few of our Committee members. The STAR Committee also worked with the WSBA Communications Department to devote the November 2022 issue of the *Bar News* to rural practice. On April 12, 2023, we presented a Rural Practice CLE with 1,243 people in attendance. In order to get a better understanding of the needs of rural practitioners and organizations, we have planned a local outreach event on May 6 in Yakima. We will be meeting with stakeholders in that region and obtaining feedback from them, having an interactive discussion about practice concerns in rural areas, as well as educating them about the work the STAR Committee is doing. We feel that interacting with attorneys in rural areas can help us to better focus on the needs of those communities. While in Yakima on May 6, we will also be having a monthly Committee meeting where we will be talking about future outreach and education plans.

Pipeline and Placement Program(s) –With the Gonzaga Law School taking the lead, a rural practice job fair was held virtually on March 31 with 43 employers posting 50 positions and 34 applicants submitting 110 applications. Notice for this job fair was sent to students at all three Washington law schools, as well as out to the general WSBA membership. (See attached flyer.) Due to the huge success and positive comments from this event, we are looking at doing at least one more job fair this calendar year, and at least two per year in the coming years, with possibly one job fair in-person at Gonzaga. The subcommittee focusing on this topic researched alternative programs in other jurisdictions and will be continuing our discussion at our May meeting, and future meetings, about potential placement programs (internships) for law students to take part in after their 2L year.

Job Opportunities and Clearinghouse – In addition to the rural practice job fair mentioned above, the STAR Committee has worked with WSBA to implement and expand low-cost alternatives to post job announcements for organizations in rural communities on the WSBA Career Center. Firms who advertise job postings for rural practice areas are able to do so for free for 30 days. As of March 8, 2023, 19 different firms/organizations have taken advantage of this great discount 28 times.

Conclusion

In this Committee's second year, we have accomplished quite a lot. We look forward to continuing to educate the WSBA membership about the many wonderful job opportunities that exist in rural communities as well as look for additional ways to collaborate with employers and potential employees in order to make it easier for them to connect. We plan on having more outreach events and job fairs next year to keep the momentum going. If you have any thoughts or suggestions for this Committee about additional programs or outreach events, please contact me.

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

EMPLOYERS:
Register and
post your open
position(s) by
Feb 15, 2023

Questions about the event?

- ▶ Attend the Employer Registration drop-in Zoom information session on Thursday, February 9 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 9, 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.

The Rural Practice Shortage in Washington and the WSBA's Response

**WSBA CLE
23444 WEB**



Wednesday, April 12, 2023

Tuition:

Free

1.5 CLE credits

1.5 - Other

Washington State Bar Association

1325 Fourth Avenue, Suite 600
Seattle, WA 98101

Webcast

DESCRIPTION:

In 2022, Governor Inslee proclaimed November 15th as Rural and Small Town Practice Day. Join us for a free CLE to learn about the history leading up to the proclamation, the challenges to the practice of law in a rural setting, and how you can help.

CO-CHAIRS:

Kathryn Burke – Ferry County Prosecutor's Office, Republic
Rusty McGuire – McGuire, DeWulf, Kragt & Johnson, P.S.,
Davenport

Schedule

11:45 a.m. Webcast Sign-In Opens

12:00 noon Welcome and Introductions

Kari Petrasek – Petrasek Law PLLC, Mukilteo

12:05 p.m. Identifying the Challenge

Explore the challenges of providing legal services outside densely populated communities. Learn how the WSBA created a team and the methods used to discover the unique needs and circumstances of a rural practice. Examine actions taken by WSBA and members of the legal profession to address the challenges.

Hunter Abell – Williams Kastner, Seattle

Kevin Plachy – Washington State Bar Association, Seattle

1:05 p.m. Exploring a Rural Practice

Hear from rural practitioners what it's like practicing in a smaller community. What are the challenges, the benefits? What future action can legal professionals and the WSBA do to continue to address the challenges?

Kathryn Burke – Ferry County Prosecutor's Office, Republic

Rusty McGuire – McGuire, DeWulf, Kragt & Johnson, P.S.,
Davenport

Hunter Abell – Williams Kastner, Seattle

1:35 p.m. Complete online evaluations • Adjourn

REGISTRATION

ONLINE ▶ Go to www.wsba.org and enter **23444** in the search box. Payment by credit card.

BY PHONE ▶ Call **800-945-9722 or 206-443-9722** with credit card and registration/order form in hand. Our service provider will charge you a separate, non-refundable transaction fee of 2.5% on all bank card transactions.

BY MAIL ▶ Please fill out this registration form and mail to WSBA seven business days prior to the program along with your check payable to WSBA. Credit card payments by mail or fax are no longer accepted.

Name WSBA #

Address

City State Zip

Phone Email

☐ Please omit my name from the networking list made available to exhibitors and/or attendees.

Registrations received less than 48 hours before a seminar are not guaranteed a coursebook or other presentation materials on-site.

If special accommodations are needed, please email cle@wsba.org or call toll-free at **1-800-945-9722**.

PRICING AND PAYMENT

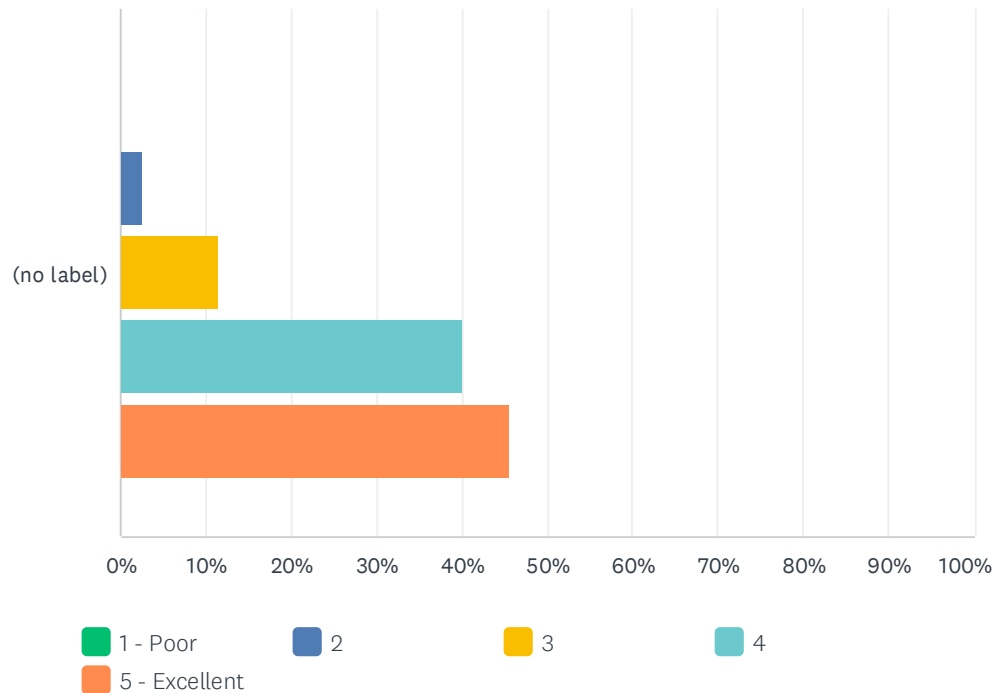
☐ **#23444 WEB, attend online via webcast 4/12/23**

☐ FREE

OFFICE USE ONLY Date Check # Total

Q1 How would you rate today's program overall?

Answered: 267 Skipped: 0



	1 - POOR	2	3	4	5 - EXCELLENT	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	2.62%	11.61%	40.07%	45.69%	267	4.29
	0	7	31	107	122		

#	WHAT WAS THE MOST IMPORTANT THING YOU TOOK AWAY FROM TODAY'S SEMINAR?	DATE
1	You don't need to be local to work on rural matters	4/25/2023 12:45 PM
2	Recognition of the dearth of attorneys in rural areas in Washington now is being recognized as an issue. Positive and overdue.	4/24/2023 9:51 PM
3	The fact that WSBA is trying to support rural practitioners, which is a great thing.	4/19/2023 8:15 AM
4	I felt like too much time was spent on the history and research getting this "rural prgoram" started and not enough time on how and what to do to deal with the limited attorneys in rural areas	4/18/2023 2:56 PM
5	STATS	4/14/2023 4:53 PM
6	Possible programs to allow working in a rural community even with massive student loans.	4/14/2023 12:21 PM
7	The need for more legal services in rural counties.	4/14/2023 8:56 AM
8	Broadening horizons	4/13/2023 4:24 PM
9	That the bar actually does care, on occasion, what happens outside King County, lol.	4/13/2023 1:40 PM
10	Actually, a good speaker panel	4/13/2023 1:38 PM
11	The lack of lawyers in rural areas and some of the attempts to support new lawyers moving to those areas.	4/13/2023 12:39 PM

12	I hadn't realized there was a shortage of attorneys in rural areas.	4/13/2023 10:52 AM
13	Specific aspects to work on for improving recruitment: Financial support; acknowledging & possibly correcting social concerns; reaching people who appreciate the advantages of rural life.	4/13/2023 10:12 AM
14	In today's world you have to think differently to make change	4/13/2023 10:01 AM
15	STAR has done / is doing a lot of work to consider the issue that is the topic of the CLE.	4/13/2023 8:58 AM
16	The amount of attorneys practicing in rural areas is very low.	4/13/2023 8:39 AM
17	Rural practice is an issue that needs to be addressed	4/13/2023 8:33 AM
18	real world examples about rural areas	4/13/2023 7:54 AM
19	How difficult it is to get attorneys to practice in rural areas.	4/13/2023 7:27 AM
20	Opportunities for graduating law students in rural areas as well as the need for even basic legal services for rural residents.	4/13/2023 7:23 AM
21	The disparity of legal representation in rural areas	4/13/2023 5:38 AM
22	How much the need is for people to work in rural areas.	4/13/2023 5:10 AM
23	Encouragement about the WSBA taking positive steps about the shortage of attorneys in rural Washington.	4/12/2023 10:25 PM
24	Solving this problem is going to be very difficult, if not impossible.	4/12/2023 10:24 PM
25	The need for rural attorneys for access to justice	4/12/2023 9:06 PM
26	The importance of lawyers in rural communities.	4/12/2023 9:04 PM
27	Information about WSBA's rural practice work and the evolution of it	4/12/2023 8:59 PM
28	Seeing things with a new lens.	4/12/2023 8:55 PM
29	My personal opinion is that an attorney east of the mountains would have a hard time making a living. If the attorney specializes, then that minimizes his client pool. And if he is a jack of all trades, he must be forever be "in law school" learning new subjects.	4/12/2023 7:56 PM
30	CLE credits	4/12/2023 7:16 PM
31	The richness of the content.	4/12/2023 6:49 PM
32	Lots of opportunities for practice in Washington's rural counties	4/12/2023 6:11 PM
33	The rural opportunities that are available if one is willing to move to a rural area.	4/12/2023 6:08 PM
34	Rural practice perspective.	4/12/2023 5:47 PM
35	How few attorneys there are in some counties.	4/12/2023 5:45 PM
36	the real problem(s) outlined for rural resident legal needs here and in other states...	4/12/2023 5:09 PM
37	the pro's of practicing rurally	4/12/2023 5:07 PM
38	Awareness of the problem.	4/12/2023 4:59 PM
39	Really do need attorneys in rural areas.	4/12/2023 4:56 PM
40	There are numerous challenges to maintaining a rural practice.	4/12/2023 4:55 PM
41	That people on the west side have no idea what goes on the east side of the state.	4/12/2023 4:49 PM
42	Touched on an area that I have experienced first hand that a super majority of practitioners never experienced.	4/12/2023 4:42 PM
43	That there is a great need for attorneys in rural areas.	4/12/2023 4:39 PM
44	The need for rural attorneys	4/12/2023 4:30 PM
45	A good understanding of the rural practice dynamics in WA state.	4/12/2023 4:29 PM

46	Need for attorneys in rural areas of the State.	4/12/2023 4:21 PM
47	A sense of some of the challenges of getting practitioners into rural WA and facing them there.	4/12/2023 4:21 PM
48	The existence of the "desert"	4/12/2023 4:15 PM
49	Rural practice can offer more work/life balance.	4/12/2023 4:14 PM
50	I appreciated the history of how STAR came about (though I think that portion was far too long); however, the best/most informative part was listening to Kathryn Burke and Rusty McGuire talk about their experiences working in rural areas.	4/12/2023 4:05 PM
51	How great the need in rural areas.	4/12/2023 3:58 PM
52	I never realized that this was even a topic of concern, so it was a good way to give it more attention.	4/12/2023 3:54 PM
53	Challenges to rural practice include few job opportunities for spouses, building client bases, and obstacles to file/attend court remotely in every instance	4/12/2023 3:44 PM
54	The scarcity of rural lawyers	4/12/2023 3:42 PM
55	That I can still become angry listening to free CLE's	4/12/2023 3:41 PM
56	Opportunity in a rural practice	4/12/2023 3:41 PM
57	That it is often hard to attract attorneys to rural areas.	4/12/2023 3:32 PM
58	The information of how the WSBA and the STAR Committee have been working on the issue of delivery of legal services to the rural areas of Washington State.	4/12/2023 3:27 PM
59	What I expected: this is an area where we need creative solutions to ensure representation.	4/12/2023 3:26 PM
60	That a lot of work is being done on this issue.	4/12/2023 3:25 PM
61	I'm not someone who has ever practiced in a rural area, nor do I plan on doing so. I have heard, however, of issues in rural practice, and am very grateful to have a considerably more informed and fleshed out understanding of the challenges facing my rural colleagues.	4/12/2023 3:23 PM
62	I had read of the shortage of attorneys in rural areas, but it is helpful to discover exactly which areas are in need as I am contemplating a move to one of those areas in Washington.	4/12/2023 3:21 PM
63	The specific reasons recruitment to rural areas is tough: a lack of suitable jobs for spouses and single people not finding spouses once they move to the rural areas stood out to me among other important issues.	4/12/2023 3:19 PM
64	getting acquainted with the presenters and their lives	4/12/2023 3:19 PM
65	The need to develop methods to encourage more attorneys to practice in underserved rural areas.	4/12/2023 3:16 PM
66	That 75% of folks that study law, go back to their home town to practice.	4/12/2023 3:15 PM
67	I really enjoyed seeing the comments and perspectives of the rural lawyers from the survey. It has me considering this practice.	4/12/2023 3:15 PM
68	We aren't powerless to stop this problem.	4/12/2023 3:13 PM
69	How great the shortage of a rural practice is. I liked that the presenters encouraged people new to the business to try a start up in a rural area.	4/12/2023 3:10 PM
70	The need of our rural areas	4/12/2023 3:00 PM
71	It's hard to get attorneys to work in rural areas	4/12/2023 2:58 PM
72	More attorneys are needed in rural areas	4/12/2023 2:52 PM
73	the information from the rural practice attorneys who are doing it everyday and the needs of their communities. The information and statistics about rural practice were also helpful.	4/12/2023 2:50 PM
74	That practicing in rural areas and the challenges with it are on the WSBA's radar.	4/12/2023 2:48 PM
75	Seeing WSBA focus on rural areas. There are good lives to live in rural Washington. We need	4/12/2023 2:48 PM

to find ways to get the younger lawyers to consider it.

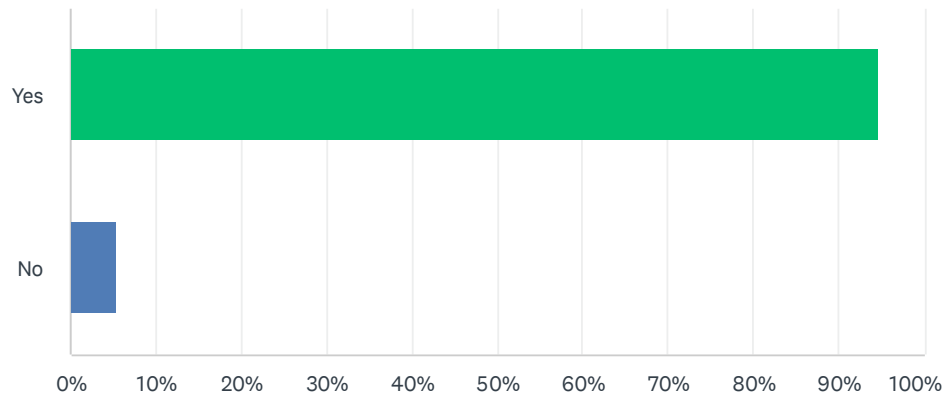
76	I enjoyed learning about the collaborate to develop new programs to bring attorneys to the rural regions that are lacking representation.	4/12/2023 2:45 PM
77	The experience of rural lawyers and their practices	4/12/2023 2:44 PM
78	There is a huge legal need all over the state.	4/12/2023 2:43 PM
79	demand for legal services in rural areas; cost of law school (debt) a major barrier	4/12/2023 2:42 PM
80	Information regarding the need for legal services in rural areas.	4/12/2023 2:42 PM
81	Importance of supporting the Rural Community	4/12/2023 2:40 PM
82	the rural practice shortage in Washington and the response	4/12/2023 2:39 PM
83	Rural people need more legal services	4/12/2023 2:38 PM
84	Everyone seemed to pat themselves on the back as to the work done, but I didn't hear any practical ideas.	4/12/2023 2:38 PM
85	The opportunities that are available for those willing to travel into more rural areas.	4/12/2023 2:38 PM
86	There are ways to increase rural representation.	4/12/2023 2:37 PM
87	Need for rural lawyers and ongoing process to encourage.	4/12/2023 2:36 PM
88	Crisis in disparity of legal representation across Washington state.	4/12/2023 2:36 PM
89	I am a law grad from Gonzaga and it's good to hear how much they are trying to help with the rural attorney shortage.	4/12/2023 2:36 PM
90	Advantages. Disadvantages. Would like some coverage on how to market in that particular area.	4/12/2023 2:35 PM
91	The need and opportunity	4/12/2023 2:35 PM
92	They don't have a lot of solutions yet.	4/12/2023 2:35 PM
93	As a sole practitioner living in a rural area, this program proved quite enlightening and relevant.	4/12/2023 2:35 PM
94	really better understanding of the issues	4/12/2023 2:34 PM
95	That there is a greater understanding of the rural legal practitioner shortage problem than I presumed.	4/12/2023 2:34 PM
96	How difficult it is to incentivize living in a rural community to get legal practitioners to want to work for you	4/12/2023 2:34 PM
97	The unique challenges that a rural law practice faces.	4/12/2023 2:33 PM
98	Learning how WSBA and the state's law schools work together to support attorneys practicing in rural areas.	4/12/2023 2:32 PM
99	Interesting to hear about the challenges of recruiting lawyers to rural practice and the perspectives of those who practice in rural communities.	4/12/2023 2:31 PM
100	I didn't know that it was hard to find a lawyer in rural areas.	4/12/2023 2:31 PM
101	the rural practitioners talking about their practice	4/12/2023 2:30 PM
102	The difficulties rural attorneys currently face.	4/12/2023 2:29 PM
103	That there are seemingly insurmountable challenges to having more attorneys in rural areas	4/12/2023 2:29 PM
104	The resources out there for rural practitioners.	4/12/2023 2:29 PM
105	Success at a private rural practice is possible (as well as needed)	4/12/2023 2:28 PM
106	Information and news about the issue.	4/12/2023 2:28 PM
107	That there are both opportunities and a need for attorneys to practice in rural areas	4/12/2023 2:28 PM
108	The need for more lawyers in rural areas and the challenges associated with recruiting lawyers	4/12/2023 2:27 PM

to these areas.

109	The opportunities which exist in rural communities	4/12/2023 2:25 PM
110	The diversity of opportunities in rural practice	4/12/2023 2:23 PM
111	That the WSBA is focusing on brining legal services to rural parts of the state as one of its priorities in 2023.	4/12/2023 2:21 PM
112	Rural areas need more attorneys. But really, that can't be a surprise to anyone.	4/12/2023 2:20 PM
113	The importance of remembering how we need to ensure services for our smaller rural communities	4/12/2023 2:20 PM
114	The challenges and possibilities of practicing in a rural environment.	4/12/2023 2:19 PM
115	Good info	4/12/2023 2:19 PM
116	The part of the discussion on serving rural communities through technology.	4/12/2023 2:17 PM
117	I thought it was interesting all the report options that are available to someone wanting to practice in rural communities even without living in those communities.	4/12/2023 2:17 PM
118	I will never be able to sell my practice in a rural area.	4/12/2023 2:17 PM
119	Opportunities to help provide legal services to people who live in rural areas	4/12/2023 2:16 PM
120	It didn't apply to my LPO license, but it was interesting.	4/12/2023 2:13 PM
121	The data compiled in the coursebook was fascinating!	4/12/2023 1:28 PM

Q2 Based on the promotional material, did the program cover the material you expected it to?

Answered: 263 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	94.68%	249
No	5.32%	14
TOTAL		263

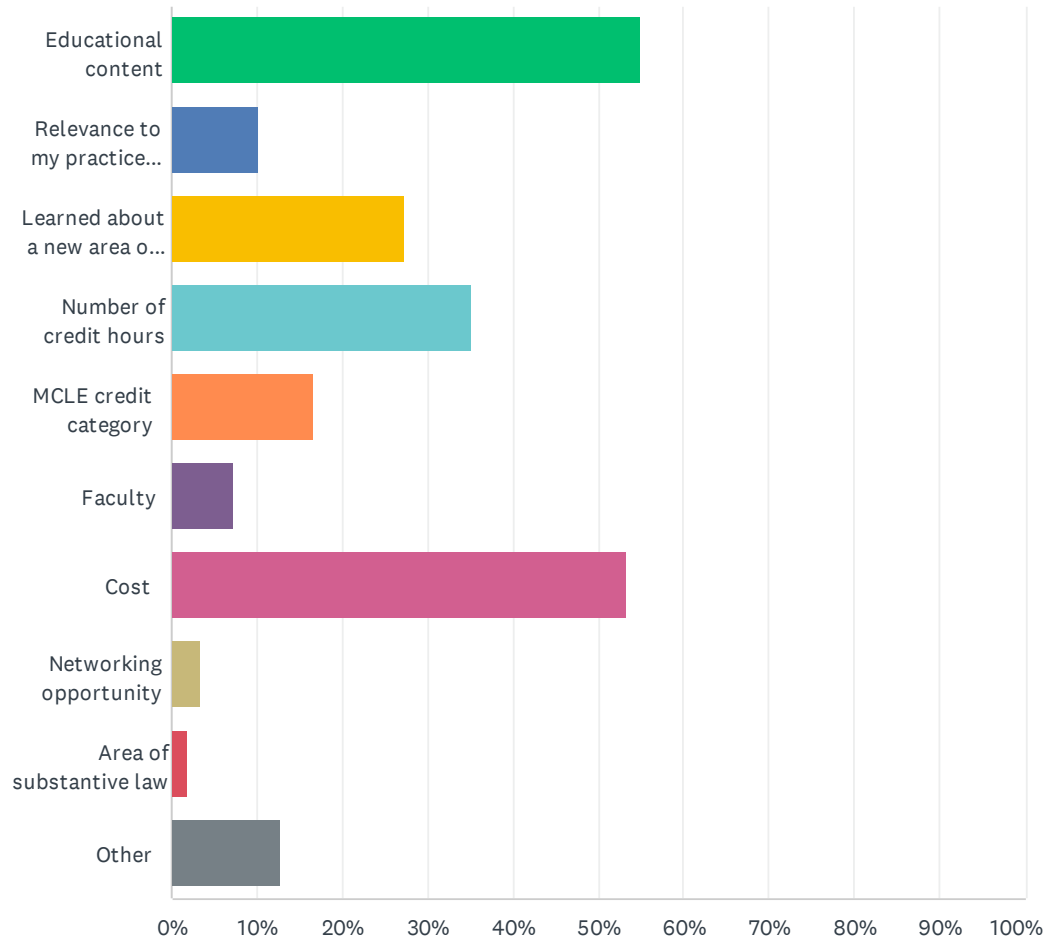
#	WHY OR WHY NOT?	DATE
1	Seemed straightforward	4/25/2023 12:45 PM
2	I thought the county I was in is considered rural, but because of population (because of the size of the county) we are not considered rural. I thought I would find out more about what to do to help attorneys in rural areas as well and maybe more advice on networking so those attorneys can outsource some work.	4/18/2023 2:56 PM
3	I thought it would cover the actual performance of a rural practitioner but instead the first 25 minutes just discussed how "rural" was defined; too much scientific method vs. legal. Quite frankly, it's rather common knowledge there's a lack of lawyers and doctors in rural areas therefore I wanted to learn how we can address the issue.	4/14/2023 12:21 PM
4	Excellent statistical study and back up materials provided to demonstrate why legal services may be lacking in rural counties.	4/14/2023 8:56 AM
5	The name was very self-explanatory as to what topics would get covered.	4/13/2023 12:39 PM
6	It covered the topic but in my opinion too much time was spent on the make-up and work of the task force and too little on the actual results.	4/13/2023 10:52 AM
7	I appreciated the summary of how the research and info was collected; what the STAR committee is doing; and hope for updates and continued outreach among practitioners, graduating students, and employers.	4/13/2023 10:12 AM
8	I felt that the program focused a lot on how the numbers were reached as to how many active attorneys practice in rural areas. I would have liked more time spent on the last portion of the coursebook where it describes the ideas coming into the WSBA about encouraging practitioners to serve these areas. I would have liked more information on what types of cases are prominent in these regions as well.	4/13/2023 8:39 AM
9	The content of the CLE matched the email ad	4/13/2023 7:54 AM

10	Substantial specific info about the realities of rural communities' need for qualified attorneys.	4/13/2023 7:23 AM
11	The program was exactly what I expected.	4/13/2023 5:10 AM
12	It certainly made clear why there is a shortage.	4/12/2023 10:24 PM
13	How nice to get a basic coursebook WITH THE CLE.	4/12/2023 7:56 PM
14	I know this is still a developing topic and nobody has solution. Its good to know that many people attended to become more aware and that something is being done to try and address the issue.	4/12/2023 4:59 PM
15	Not enough info re: rural practice	4/12/2023 4:58 PM
16	Everything that was gone over pertained to the description provided.	4/12/2023 4:56 PM
17	Excellent overview of the issues relating to a rural practice.	4/12/2023 4:55 PM
18	I did not expect 45 minutes of statistics.	4/12/2023 4:49 PM
19	They covered precisely what they advertised that they would cover.	4/12/2023 4:29 PM
20	It just did!	4/12/2023 4:21 PM
21	I expected a bit more substantial information on how to go about starting a rural practice rather than 45 minutes on how to define a rural community.	4/12/2023 3:44 PM
22	I thought this would cover problems/challenges attorneys in rural areas face, and I didn't hear any of that. The vast majority of the CLE was endlessly boring, talking about the process for setting up the committee/conducting research/interviewing people - all of that could have been summed up in five minutes, topped, and we could've spent the rest of the time discussing actual problems and challenges and what solutions/brilliant ideas are available to help real people.	4/12/2023 3:41 PM
23	The program actually covered more than the promotional material suggested and the program content was quite informative and insightful.	4/12/2023 3:27 PM
24	I expected more illustrations of having a law practice in a rural community.	4/12/2023 3:27 PM
25	Alot of time was spent on the process of Bar research, did not expect that much time	4/12/2023 3:19 PM
26	The program presented a well documented study of the current status of legal services in small towns and rural communities and approaches to how access to justice might be improved.	4/12/2023 3:16 PM
27	The material was informational and to the point.	4/12/2023 3:15 PM
28	It was a solid resource for those with an interest.	4/12/2023 3:13 PM
29	Thought course would be more about rural practice and tips for rural practice and not so much the statistics and numbers/data of how many are in rural practice.	4/12/2023 2:51 PM
30	It's good	4/12/2023 2:39 PM
31	Covered topic but didn't seem very solution oriented.	4/12/2023 2:38 PM
32	Covered a gamut of details that defined rural attorneys	4/12/2023 2:38 PM
33	But I thought there would be more info describing the problems regionally.	4/12/2023 2:36 PM
34	More detail to entice attorneys to practice.	4/12/2023 2:35 PM
35	It did a good job of covering the subject matter.	4/12/2023 2:35 PM
36	yes, the program covered and addressed the billed subject matter.	4/12/2023 2:34 PM
37	The statistics, charts, and information provided was all relevant and germane to the discussion	4/12/2023 2:34 PM
38	It covered what it promised to cover.	4/12/2023 2:31 PM
39	It said it was going to cover difficulties of practicing in a rural area and that's what was discussed.	4/12/2023 2:29 PM

40	It covered exactly what was promised.	4/12/2023 2:29 PM
41	TBH I read mostly just the title, and the content conformed to the title	4/12/2023 2:28 PM
42	See comment under 4 below.	4/12/2023 2:27 PM
43	Variety of speakers, especially the prosecutor	4/12/2023 2:25 PM
44	It was true to form in the course description	4/12/2023 2:23 PM
45	I was hoping for more concrete solutions.	4/12/2023 2:20 PM
46	It discussed rural areas	4/12/2023 2:13 PM

Q3 Which of the following were most valuable to you? Please choose up to three:

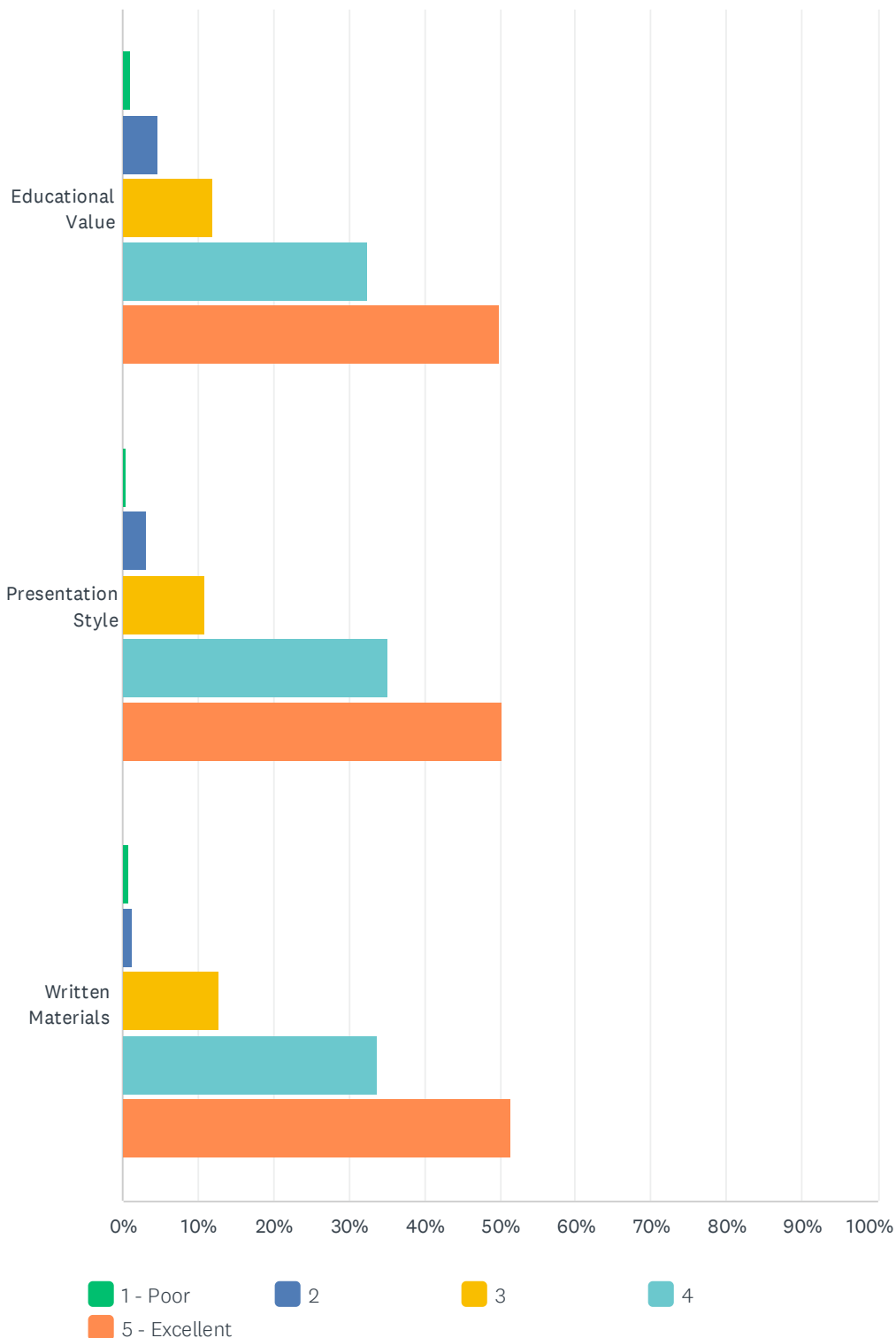
Answered: 264 Skipped: 3



ANSWER CHOICES	RESPONSES	
Educational content	54.92%	145
Relevance to my practice area	10.23%	27
Learned about a new area of law	27.27%	72
Number of credit hours	35.23%	93
MCLE credit category	16.67%	44
Faculty	7.20%	19
Cost	53.41%	141
Networking opportunity	3.41%	9
Area of substantive law	1.89%	5
Other	12.88%	34
Total Respondents: 264		

Q4 12:05 p.m. Identifying the ChallengeKevin Plachy – Washington State Bar Association, SeattleHunter Abell – Williams Kastner, Seattle

Answered: 259 Skipped: 8



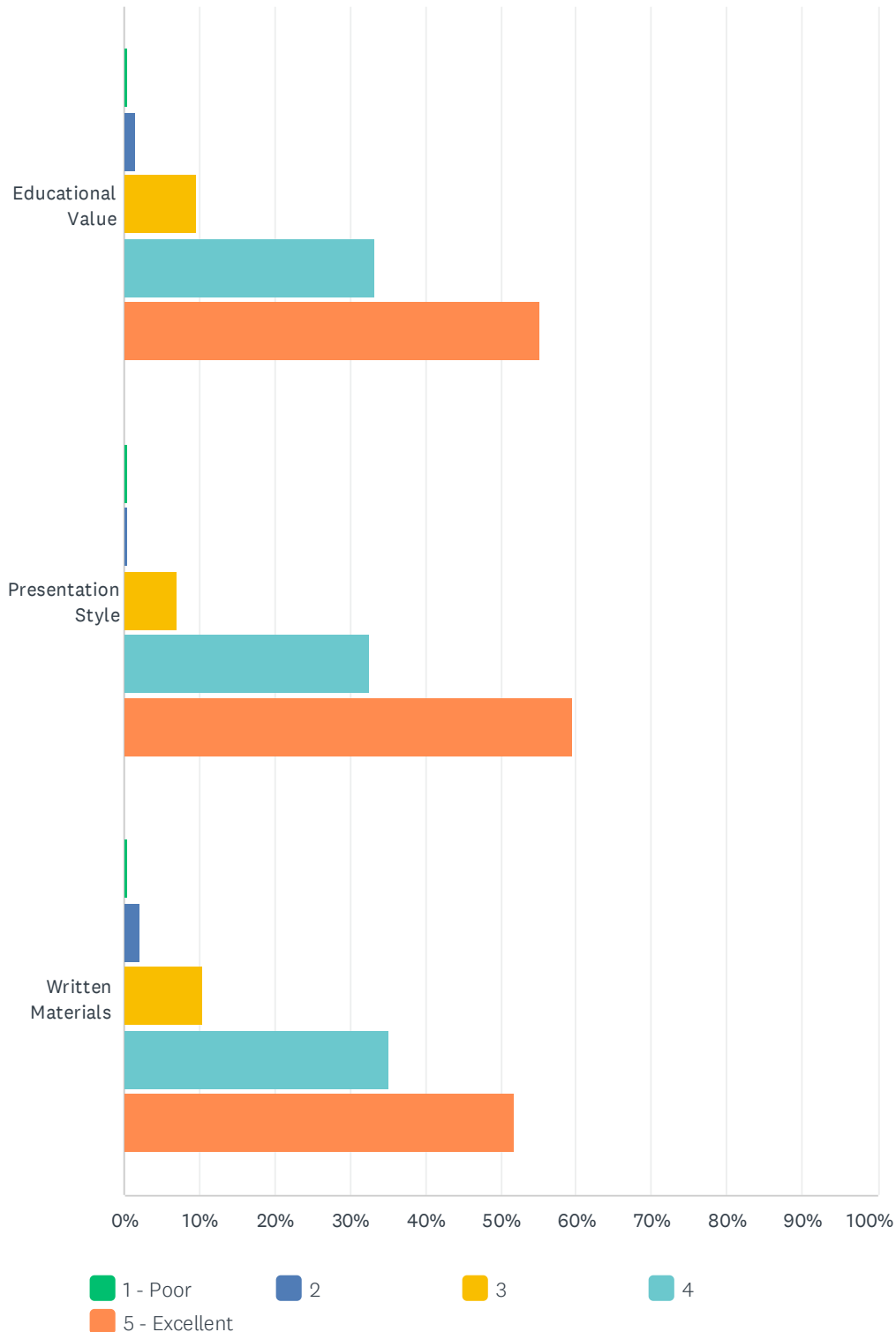
	1 - POOR	2	3	4	5 - EXCELLENT	TOTAL	WEIGHTED AVERAGE
Educational Value	1.16% 3	4.63% 12	11.97% 31	32.43% 84	49.81% 129	259	4.25
Presentation Style	0.39% 1	3.13% 8	10.94% 28	35.16% 90	50.39% 129	256	4.32
Written Materials	0.88% 2	1.32% 3	12.72% 29	33.77% 77	51.32% 117	228	4.33

#	ANY COMMENTS ABOUT THIS SPEAKER(S) OR CONTENT?	DATE
1	They were sincere and really knew the subject well and had personal impact.	4/14/2023 4:53 PM
2	The two speakers - prosecutor and civil lawyers - practicing in rural areas had superb experiences to share. Every speaker was sincere and supportive.	4/14/2023 8:56 AM
3	Plachy- need to know how to pronounce names of counties/cities of the State that you live in if you are going to be presenting and having the names of those locations in your slides. Co-presenters could have helped with that	4/13/2023 4:42 PM
4	Very coherent—a lot of presenters at free CLEs are all over the place and, on occasion, seem scarcely qualified to speak publicly about *anything*.	4/13/2023 1:40 PM
5	As stated above, in my opinion too much time was spent on the reason for the CLE and the process which was the bulk of their presentations.	4/13/2023 10:52 AM
6	I live in a rural area so identifying the problem wasn't interesting. How the problem was being discussed was interesting though	4/13/2023 5:38 AM
7	We could have done with a very brief summary of the survey, rather than the detailed methodology discussion given by Kevin. It would have been more interesting and informative to hear more details about the realities and challenges of local practices.	4/13/2023 3:04 AM
8	Didn't use written materials	4/12/2023 9:06 PM
9	Appreciate the information about the bars work re rural practice! Speakers were great!	4/12/2023 8:59 PM
10	well prepared	4/12/2023 7:56 PM
11	I enjoyed hearing the conclusions, but there was too much detail about the study. I lost interest.	4/12/2023 6:26 PM
12	Great overview of process and kept it interesting; engaging. Both speakers effective.	4/12/2023 6:11 PM
13	It was an interesting CLE, and the speakers were very good. Kevin's part could have been shorter. He's very committed.	4/12/2023 5:47 PM
14	Very thorough on process.	4/12/2023 5:45 PM
15	too much 'reading from the deck' - obviously knows the material	4/12/2023 5:09 PM
16	Speakers were limited by facts outside their control	4/12/2023 4:59 PM
17	Could have been covered in 5 minutes.	4/12/2023 4:49 PM
18	Mr. Plachy's segment went FAR too long, and was effectively, and more appropriately covered, in the coursebook. It should have been a high-level, abbreviated overview. Instead, it felt like his segment dominated the time. Mr. Abell's segment was appropriately portioned for the amount and value of the material he presented.	4/12/2023 4:05 PM
19	Hunter's presentation was one of the best - the stories reminded me of talking to a Prosecutor with roosters crowing in the background.	4/12/2023 3:58 PM
20	I will not be reviewing any of the written materials. I am not a planner for the WSBA and can't imagine why I'd begin to care.	4/12/2023 3:41 PM
21	The survey data was very interesting.	4/12/2023 3:32 PM
22	Speakers did a good job of describing how the bar association has been addressing this issue	4/12/2023 3:16 PM

	over a period of years and what their efforts have revealed.	
23	His presentation was far too long for its subject matter. Most of it could have been limited to 20 minutes instead of the 45 minutes for unnecessary granular detail. Of importance was not how the committee was organized or the primary and secondary research, instead more time should have been spent on the rural areas needing the assistance and the Bar's response if any. Hard to imagine that WSBA needed to be explained.	4/12/2023 3:08 PM
24	I think Mr. Plachy's section could have been much shorter. would have preferred more time to hear from the other folks on the panel. it was great information, but most of it was in the written materials so more of a highlights rather than a deep deep dive would have been better. It become somewhat dry after awhile.	4/12/2023 2:50 PM
25	It's good	4/12/2023 2:39 PM
26	It was a little long and didn't leave enough time for the other speakers	4/12/2023 2:35 PM
27	Kevin needs to practice how to pronounce Pend Oreille County - it's 'ponderay' -- not pend oriole -- but nice try. Good presentation. Thanks.	4/12/2023 2:35 PM
28	Pend Oreille is phonetically pronounced "ponder-ray".	4/12/2023 2:34 PM
29	Thank you!	4/12/2023 2:33 PM
30	Pend Oreille is pronounced "Pond Uh-Ray"	4/12/2023 2:31 PM
31	Plachy intro was often repetitive, this segment became tedious, and was 30 minutes too long. The set-up explanation of the methodology was overplayed to the detriment of allowing the practitioners to share their stories	4/12/2023 2:30 PM
32	Thank you.	4/12/2023 2:28 PM
33	The speakers were great but this section could have been shortened significantly. The content would have been more useful if it instead focused on the types of issues that are common in rural areas (and thus the type of law/lawyers that are needed). It would have also been great to hear about open opportunities in some of these areas, including part time opportunities and pro-bono opportunities. I	4/12/2023 2:27 PM
34	I enjoyed this seminar very much. Thank you	4/12/2023 2:19 PM

Q5 1:05 p.m.Exploring a Rural PracticeKathryn Burke – Ferry County
Prosecutor's Office, RepublicRusty McGuire – McGuire, DeWulf, Kragt &
Johnson, P.S., DavenportHunter Abell – Williams Kastner, Seattle

Answered: 260 Skipped: 7



	1 - POOR	2	3	4	5 - EXCELLENT	TOTAL	WEIGHTED AVERAGE
Educational Value	0.39% 1	1.54% 4	9.65% 25	33.20% 86	55.21% 143	259	4.41
Presentation Style	0.39% 1	0.39% 1	7.09% 18	32.68% 83	59.45% 151	254	4.50
Written Materials	0.44% 1	2.19% 5	10.53% 24	35.09% 80	51.75% 118	228	4.36

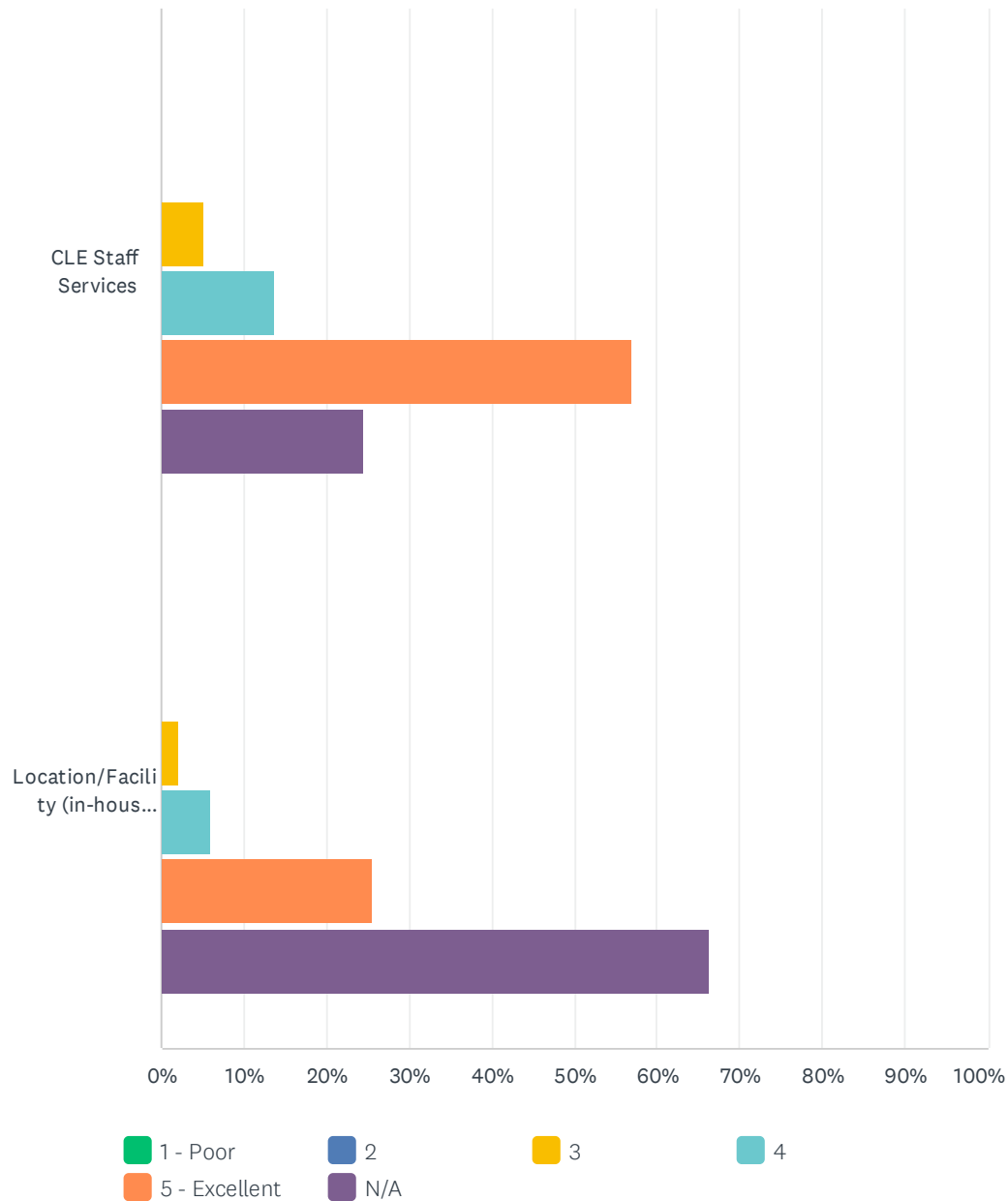
#	ANY COMMENTS ABOUT THIS SPEAKER(S) OR CONTENT?	DATE
1	Very good - very practical	4/14/2023 4:53 PM
2	When students complained that one deterrent to rural practice was apprehension to the type of people in these communities (rise in Asian hate crimes, Trump fanatics, ethnic and religion homogeneity) it was disingenuous to dismiss these concern by stating rural bar orgs & lawyers are welcoming and unsurprisingly that the older, white gentleman never encountered such issues. Hope for funding for future programs was promising though.	4/14/2023 12:21 PM
3	The rural attorneys' personal experience was meaningful. I think that out of the 1000 people listening to the CLE, that several if not more will seriously consider relocating to practice in a rural county.	4/14/2023 8:56 AM
4	This was the substantive part of the program and in my opinion should have been longer. I especially liked the commentary from Kathryn Burke and Rusty McGuire.	4/13/2023 10:52 AM
5	As one of the common concerns cited among people reluctant to move to rural area is lack of diversity or lack of tolerance for diversity (especially in race, ethnicity, politics, religion), I encourage the organizers to involve a more diverse panel of presenters.	4/13/2023 10:12 AM
6	Ms. Burke and Mr. McGuire were excellent. They presented the pros and cons of working in a rural area in a fair manner. And both of them held my attention.	4/13/2023 7:27 AM
7	Loved Hunter Abell's down home story of the rooster commenting during his telephone negotiations with opposing counsel.	4/13/2023 7:23 AM
8	I liked the focus on living in the area that you work	4/13/2023 5:38 AM
9	Didn't use materials	4/12/2023 9:06 PM
10	I enjoyed hearing from both practitioners; smart, engaging. Inspired to see a youngish woman leading in her community	4/12/2023 6:11 PM
11	It was an interesting CLE, and the speakers were very good.	4/12/2023 5:47 PM
12	Always good to hear it from the horse's mouth.	4/12/2023 5:45 PM
13	Please do not minimize concerns about safety; more useful to acknowledge and address. I too feel unsafe at times in my rural community with the number of confederate flags, etc.	4/12/2023 5:30 PM
14	far more ad-hoc which is better and more real	4/12/2023 5:09 PM
15	Speakers were limited by facts outside their control	4/12/2023 4:59 PM
16	Kathryn and Rusty had good information and incite. The entire 90 minutes should have been dedicated to this.	4/12/2023 4:49 PM
17	Thoughtful and engaging.	4/12/2023 4:21 PM
18	This portion was well done, though I wish it was longer. The casual, conversational style was appropriate for the material covered, and the discussion provided an intimate view of the challenges and opportunities of rural legal practice. This was by far the most valuable segment of the program.	4/12/2023 4:05 PM
19	These three were excellent - very sad that residents in cities perceive a cultural gap that prevents them from working in the country.	4/12/2023 3:58 PM
20	Very, very disturbed that Prosecutor Burke attempted to speak on behalf of her alleged "very diverse" colleagues in stating that rural areas are "very welcoming" to POC. She is in no place	4/12/2023 3:44 PM

to opine on this, and doing so was shockingly tone deaf.

21	I won't be looking at the educational materials (you really need an "NA" category). I'm sorry, but none of this is relevant - I can't get consistent internet. The people who need attorneys here generally can't afford attorneys (or a place to live) and get help from volunteers like me.	4/12/2023 3:41 PM
22	The response to the question of safety and welcome for persons of color, women, and sexual minorities, immigrants, etc. was not dealt with from a truly authentic place. My husband grew up in E. WA, and he experienced horrible racism. We have family there who love being there, but they are not shy to tell you what you're up against. None of them can "pass" as white. It's not as cheery and open as the presenters made it out to be.	4/12/2023 3:26 PM
23	really impressed with the detail of rural practice. I worked in Grays Harbor and Colville during some years and it brought back many fond memories	4/12/2023 3:19 PM
24	Speakers helped provide insight into what it is like to practice in rural areas and the pros and cons.	4/12/2023 3:16 PM
25	It is inappropriate to list all presentators together, particularly since I found different scores for them. Please note, Mr. Abell was not as educational as the other two. The other two speakers provided more educational value from their experience in a rural practice. Impressive were the suggestions of attendees for increasing rural practitioners. More information from Mr. McGuire and Ms. Burke would have been useful to anyone considering a rural practice. The culture issues and lack of jobs for spouses / partners is difficult to overcome.	4/12/2023 3:08 PM
26	great information. loved learning about these practice areas. enjoyed the conversational format.	4/12/2023 2:50 PM
27	It's good	4/12/2023 2:39 PM
28	Good discussion. Thanks.	4/12/2023 2:35 PM
29	Overall, very good. I was not expecting (and was sad) to learn that some potential practitioners avoid working in rural areas for fear of violence against them. This is not something that I have experienced in my own rural practice despite being a fairly liberal person but will be cognizant and watchful for now.	4/12/2023 2:34 PM
30	Thank you	4/12/2023 2:33 PM
31	This seemed to be more of the same discussion of challenges faced with recruiting lawyers to the areas. Would have been helpful to hear what types of opportunities are currently available.	4/12/2023 2:27 PM
32	No written materials.	4/12/2023 2:20 PM
33	Thank you to the hosts for putting this together :~)	4/12/2023 2:20 PM
34	I practice in Spokane which is not considered a rural area but we are definitely having recruitment and retention problems here.	4/12/2023 2:19 PM
35	Excellent, knowledgeable speakers.	4/12/2023 2:19 PM
36	I really enjoyed all of the presenters. Great work!	4/12/2023 2:18 PM

Q6 How would you rate the following:

Answered: 258 Skipped: 9



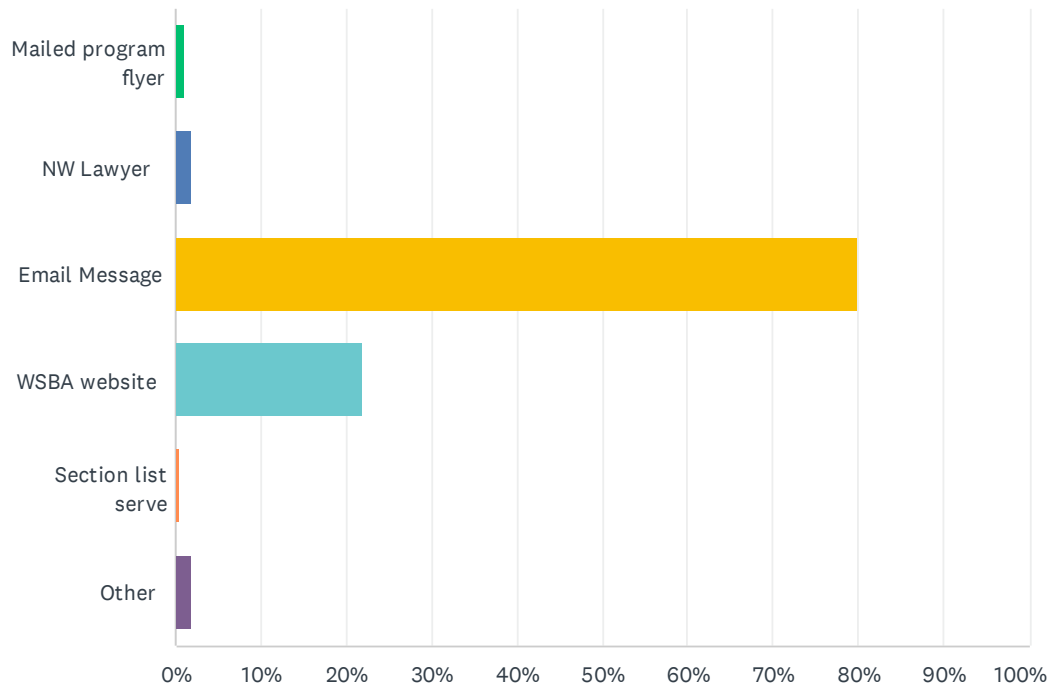
	1 - POOR	2	3	4	5 - EXCELLENT	N/A	TOTAL	WEIGHTED AVERAGE
CLE Staff Services	0.00% 0	0.00% 0	5.04% 13	13.57% 35	56.98% 147	24.42% 63	258	4.69
Location/Facility (in-house attendees)	0.00% 0	0.00% 0	2.14% 5	5.98% 14	25.64% 60	66.24% 155	234	4.70

#	ANY COMMENTS ABOUT YOUR EXPERIENCE TODAY?	DATE
1	Love Zoom!	4/14/2023 12:21 PM

2	Excellent - full of meaning on how to be part of a community and apply legal training and experience in a welcoming setting.	4/14/2023 8:57 AM
3	So many of these seminars are totally missing a cause ... namely, 30 years of kids growing up staring at a TV or their phones. In this particular case, of course obtaining rural practitioners is difficult. First, all are addicted to things only in larger cities, be it, things to do, people to see, whatever. Second, the vast majority of these kids have no idea how to discuss anything - no speaking skills at all. They don't wish to be face-to-face, only "text" and such. Social media is probably the #1 problem today. Add in 30 years of kids not getting the life skills they really need ... well, it is only going to worse. You really should find some speakers who will get down to brass tacks and get in folks faces ---- far too many are mamby pamby, do-gooders, goody two-shoes, and quite frankly clueless. "Feel good" will not cut it moving forward.	4/13/2023 1:46 PM
4	Although I took this CLE for the "free" credit, it was interesting & informative and I learned some interesting challenges about practice in rural areas.	4/13/2023 10:56 AM
5	very informative	4/13/2023 7:54 AM
6	I appreciate that these continue to be a webinar as i have zero interest in drinking to the bar facility	4/13/2023 5:39 AM
7	Just very grateful for the CLE credits	4/12/2023 7:17 PM
8	It was a big audience- I had lots of questions but hard to do Q&A with such a big group. Panelists and moderate did a good job of weaving on questions given format	4/12/2023 6:17 PM
9	Worthwhile	4/12/2023 5:03 PM
10	One of the more engaging CLEs.	4/12/2023 4:00 PM
11	I'm sorry I'm coming down on a free CLE, but this was so boring and uninteresting it made me want to scream, and I ended up writing one comment after another during the chat. As an attorney in a remote, rural location, with homeless shelters and food banks, and no affordable housing available here, and little or no internet or cell service, and little or no medical services, I had hoped to hear bright ideas/solutions. Instead, half the CLE was boring, boring statistics and information about how the process started, and how many people were called and how many people submitted surveys - who cares? I felt I was listening to an audit in hell, not a CLE about legal practice. The idea of a mobile law office initially sounded good, but there are no "hot spots" here for internet - even places with wired internet lose their internet here for days at a time. And people can't drive into Gig Harbor, let alone into Tacoma. And there is no public transportation and few services.	4/12/2023 3:48 PM
12	Very down to earth approach to presenting the matter which held my interest though out the program.	4/12/2023 3:22 PM
13	The speakers did an excellent job explaining the information.	4/12/2023 3:16 PM
14	very smooth and easy!	4/12/2023 2:50 PM
15	I still find it difficult to log in at the time of the training. I still haven't figured out how to reliable find and save the link that is needed to start the training, so the first few minutes are always hectic.	4/12/2023 2:50 PM
16	The mispronunciation of a city and a jurisdiction within the program caused me to have the feeling that the presenters are disconnected from the realities to which they were intending to address and discuss. "If you can't even get the names and pronunciations correct, how well do you really know what we are experiencing."	4/12/2023 2:48 PM
17	Some of the conversations surrounding "outsider" perspectives seemed to minimize cultural concerns on moving to a rural area. As someone who grew up in a rural area of Washington (Okanogan County), moved away to Seattle for some years and is now back in the Okanogan Valley, it very much is different in culture, tolerance, and lack of lifestyle/activities. Maybe not in directly working with clients, or other attorneys, but in living here. As someone who's lived in both places, it's very understandable why people are hesitant to move out here.	4/12/2023 2:44 PM
18	It's good	4/12/2023 2:39 PM
19	Made presentations flow smoothly - thanks.	4/12/2023 2:36 PM
20	Very good!	4/12/2023 2:34 PM

Q7 How did you find out about today's program?

Answered: 260 Skipped: 7



ANSWER CHOICES	RESPONSES
Mailed program flyer	1.15% 3
NW Lawyer	1.92% 5
Email Message	80.00% 208
WSBA website	21.92% 57
Section list serve	0.38% 1
Other	1.92% 5
Total Respondents: 260	

#	IF YOU CHECKED "OTHER" ABOVE, PLEASE SPECIFY HOW YOU HEARD ABOUT THIS SEMINAR.	DATE
1	inquired about Legal Lunchbox and learned about it that way	4/13/2023 6:57 AM
2	email	4/12/2023 4:29 PM
3	NA	4/12/2023 3:22 PM
4	ATJ list serve	4/12/2023 2:50 PM
5	Insight into the health of the legal profession across the state. Rural citizens are very important to the health of our country, and they need to be served by lawyers.	4/12/2023 2:50 PM
6	WSAJ list serve	4/12/2023 2:19 PM

Q8 If you could improve something about this seminar, what would that be?

Answered: 60 Skipped: 207

#	RESPONSES	DATE
1	Condensed into a shorter amount of time	4/25/2023 12:46 PM
2	More information about pro bono opportunities	4/14/2023 4:52 PM
3	Please see prior two (2) comments.	4/14/2023 12:21 PM
4	Most excellent - nothing to improve.	4/14/2023 8:57 AM
5	More relevant content to LPO's.	4/13/2023 2:53 PM
6	I might have discussed more on findings, less on methodology. But the latter was covered very competently.	4/13/2023 1:41 PM
7	Shorten the process discussion and lengthen the substance portion.	4/13/2023 10:53 AM
8	More diversity in the presenters.	4/13/2023 10:13 AM
9	Information more relevant to LPO's	4/13/2023 10:02 AM
10	The slides had a lot of words, which is understandable, because there was a lot of data covered in the beginning of the call. Recommend reading the book storytelling with data as it has some good ideas for using data to tell a story visually,	4/13/2023 8:36 AM
11	nothing	4/13/2023 7:54 AM
12	Audio could have been a tad better on occasion. But that is probably due to the various components of a broadcast from different locations.	4/13/2023 7:40 AM
13	Thought it was fine as it was	4/13/2023 6:57 AM
14	Cant think of anything	4/13/2023 5:39 AM
15	Nothing. Was really good.	4/12/2023 9:07 PM
16	Maybe have a direct plan to get lawyers more connected.	4/12/2023 9:06 PM
17	Less detail about the study and more stories about attorneys practicing l'm rural areas.	4/12/2023 6:27 PM
18	I track health care--and I found myself thinking that helping increase access to legal services in rural areas should be important to the legal community as a whole. In health care, rural hospitals often have relationships with larger urban hospitals for some specialty care. I think we need to rethink how folks get access to legal services throughout the state. Why shouldn't larger urban firms have satellite offices in rural areas. I think WSBA could/should provide some leadership here.	4/12/2023 5:53 PM
19	Maybe a bit less on process and more from the rural practitioners.	4/12/2023 5:46 PM
20	comments already provided	4/12/2023 5:10 PM
21	Develop a magic wand to solve the problem. LOL	4/12/2023 5:03 PM
22	Not sure why this is approved for LPO continuing education as it does not really pertain to LPO	4/12/2023 4:59 PM
23	Better time management.	4/12/2023 4:50 PM
24	Allow Q&A to go beyond time limit if participants willing to engage.	4/12/2023 4:43 PM
25	More direction on how to be successful or how to recruit more people to practice in rural areas in WA.	4/12/2023 4:42 PM
26	Skip the methodology section. Replace with more nitty gritty about rural practice. For example,	4/12/2023 4:16 PM

	how much is DUI? How much is agri contracts?	
27	As mentioned before, I would cut way back on the time allotted for the history lesson, and add that time to the section allotted to the practicing attorneys discussing their experiences.	4/12/2023 4:07 PM
28	Pictures of the courts, towns, maps that would help one visualize.	4/12/2023 4:00 PM
29	Provide ideas on how to help people in need who can't afford attorneys - for example, I know of a guy living in a house coming down around his head that would be condemned in a second if the building inspectors knew about it. He only has food because people like me bring him food. He doesn't leave his home, and he cares for an endless number of cats, his only roommates.	4/12/2023 3:48 PM
30	N/A	4/12/2023 3:32 PM
31	Have less statistical information.	4/12/2023 3:29 PM
32	Nothing I can think of at this time.	4/12/2023 3:28 PM
33	Have a person of color who practices rural law and lives in the community, and does not white-pass, as a presenter.	4/12/2023 3:27 PM
34	Nothing immediately comes to mind, I thought it was structured well.	4/12/2023 3:27 PM
35	No suggestions.	4/12/2023 3:22 PM
36	Lengthen it	4/12/2023 3:13 PM
37	Less granular detail from the survey of the issue, more information and practice experience from rural practitioners.	4/12/2023 3:11 PM
38	Nothing needs improving.	4/12/2023 3:10 PM
39	More charts showing the data in the presentation itself.	4/12/2023 3:03 PM
40	Nothing	4/12/2023 3:02 PM
41	I have no recommendations at this point.	4/12/2023 2:52 PM
42	Pronunciation of counties.	4/12/2023 2:48 PM
43	The problem the program addressed was very extensively identified. While there was some discussion of problem resolution, I wish that more of the program was dedicated to that topic. Then again, maybe its a problem without a viable solution.	4/12/2023 2:48 PM
44	Nothing. It was a good conversation and covered everything.	4/12/2023 2:44 PM
45	It's good	4/12/2023 2:39 PM
46	"Spice" up the lengthy opening and details regarding the questionnaire and responses section, as the overview was excellent though dry.	4/12/2023 2:39 PM
47	The race and minority dynamics in rural areas in Washington was briefly discussed, but I believe more could have been developed on how such service is needed for the migrant farm communities in those areas	4/12/2023 2:37 PM
48	No - great job by all.	4/12/2023 2:36 PM
49	none	4/12/2023 2:35 PM
50	N/A	4/12/2023 2:34 PM
51	Nothing.	4/12/2023 2:32 PM
52	I thought it was fine.	4/12/2023 2:30 PM
53	I would make it easier to view everything in full screen, so that I don't have to worry about my computer sleeping.	4/12/2023 2:29 PM
54	Don't try to recycle a committee report and package it as a CLE.	4/12/2023 2:28 PM
55	The focus on today's discussion.	4/12/2023 2:27 PM
56	Good	4/12/2023 2:20 PM

57	It was very dry, and the first part was very historical, and only reaffirmed that there is a rural shortage that the bar has not addressed.	4/12/2023 2:20 PM
58	it was good!!!!	4/12/2023 2:19 PM
59	I really enjoy the interactiveness of the poll at the beginning. For me personally, I think it is a fun way to participate even when these CLE are remote. I would love a couple more of these sprinkled in.	4/12/2023 2:19 PM
60	Make it relate to LPO's more.	4/12/2023 2:13 PM

Q9 Please include any other feedback here. If you have programs you would like to see WSBA-CLE offer, please let us know.

Answered: 39 Skipped: 228

#	RESPONSES	DATE
1	Thank you for offering these courses	4/25/2023 12:46 PM
2	keep up the great work	4/18/2023 7:43 PM
3	I was shocked how few attorneys there were in rural areas and it is clear with the new legislative moves to increase density and dehumanize the cities and denser areas - that the disparity will only increase. Focus should be on populating and improving the rural areas. Create growth & prosperity where it is needed.	4/14/2023 4:57 PM
4	Animal Rights pretty please. Also, since many in my generation are not having children, will and estate planning for "furbabies" would be wonderful.	4/14/2023 12:21 PM
5	Thank you for this particular CLE, which will encourage many (me too) to consider providing services in a rural underserved county.	4/14/2023 8:57 AM
6	Please continue these webinars on providing services to and developing practitioners in rural areas: Would like to see updates	4/13/2023 10:13 AM
7	As an LLLT, I am disappointed that this license isn't central to the strategy. The shortage - current and anticipated - of legal professionals in rural communities, was an important factor in the genesis of the LLLT license. I posed this comment during the CLE, but it was not mentioned or addressed.	4/13/2023 8:59 AM
8	sports law	4/13/2023 7:54 AM
9	Current U.S. Supreme Court. Expansion of gun rights, diminishment of abortion rights, zealous attacks upon regulatory agency functioning, voting rights being strained in many red states. And much, much more now in the hands of a 6-3 conservative majority. At best 5-4 when Roberts occasionally votes with Libs. What does the future likely hold?	4/13/2023 7:40 AM
10	Very interesting and informative. Thank you!	4/13/2023 7:07 AM
11	Thank you	4/13/2023 5:23 AM
12	Referral service to urban lawyers could help with shortage.	4/12/2023 6:27 PM
13	Glad to know the WSBA is being proactive about improving the pipeline to rural practice and supporting those practitioners. Lawyers also need to be proactive about: 1) the "cultural" issues mentioned and be leaders against threats to our democracy and the rule of law; as well as 2) the serious inequities inherent in the increasing wealth gap, particularly in rural communities facing poverty.	4/12/2023 6:17 PM
14	Thanks for this CLE. It kept my interest, and it's interesting to think about how to broaden access to legal services.	4/12/2023 5:53 PM
15	Thanks for making an effort to address the problem! I did feel that some counties were over counted in terms of active attorneys. It seems that the statistics were based on residential addresses and not truly active attorneys available to provide legal services to the public. In other words, I think the problem is much larger than shown.	4/12/2023 5:03 PM
16	Would love to see some free classes for LPO continuing education credits.	4/12/2023 4:59 PM
17	A free CLE on how attorneys can become Certified Professional Guardians and make that a part of their practice.	4/12/2023 4:42 PM
18	Sorry to see one snarky and unfair bit of Q and A feedback. Good attempt to engage them!	4/12/2023 4:22 PM
19	Overall, this was a great program. Thank you!	4/12/2023 4:07 PM

20	I worked on a remote reservation for 2 years and agree with the information presented.	4/12/2023 4:00 PM
21	This was a very interesting seminar.	4/12/2023 3:54 PM
22	I have made suggestions on programs about a million times, and I've never seen any follow through.	4/12/2023 3:48 PM
23	N/A	4/12/2023 3:32 PM
24	None.	4/12/2023 3:28 PM
25	No suggestions.	4/12/2023 3:22 PM
26	thank you	4/12/2023 3:19 PM
27	Great presentation! Thank you for putting it on!	4/12/2023 3:03 PM
28	There are other areas of the law that might be interesting to learn about such as Tribal/Indian law	4/12/2023 3:02 PM
29	Please consider adding classes for LPO's	4/12/2023 2:42 PM
30	I thought the panel did an excellent job. They explained the problem, the need for more attorneys, asked for city participation and told people how to become involved.	4/12/2023 2:40 PM
31	It's good	4/12/2023 2:39 PM
32	Excited about upcoming Indian Law Legal Lunchbox.	4/12/2023 2:37 PM
33	Keep up the great work. Thanks.	4/12/2023 2:36 PM
34	really good honest speakers and took a lot of time to answer all the questions	4/12/2023 2:35 PM
35	Thank you! Very informative!	4/12/2023 2:34 PM
36	It's good to see the bar taking action in this area. If I could afford to do it with my student loans, I'd prefer a rural practice. I'm originally from a small desert town in CA and I feel really comfortable in a small town.	4/12/2023 2:31 PM
37	Really enjoyed seeing those rural attorneys- especially Rusty McGuire.	4/12/2023 2:20 PM
38	thanks	4/12/2023 2:19 PM
39	I would like to see more seminars that relate to LPO's.	4/12/2023 2:13 PM

From: Kari Petrasek <kari@petraseklaw.com>
Sent: Tuesday, April 25, 2023 11:43 AM
To: Dan Clark <dancclarkbog@yahoo.com>; Hunter Abell <habell@williamskastner.com>; sunitha <sunitha@amlawseattle.com>
Cc: Julianne Unite <julianneu@wsba.org>
Subject: [External]RE: North Dakota's Rural Attorney Recruitment Program

Hi Dan. Yes, the STAR committee researched what other states are doing (if anything). Thank you for highlighting ND's program. As recently as our last meeting, we have discussed possible options for bribing attorneys or law students to have an internship or get a job in rural areas. They all involved money and or legislative/WSBA policy changes. As you point out, one of the biggest hurdles will probably be getting the funds for it. The county would have to earmark funds for it which they may not be willing to do, but I would hope pressure could be put on the counties to prioritize this type of funding. I would guess that both WSBA and the SC would be willing to pay their share, but the court's budget is getting pretty tight too.

This is something that we could discuss at our outreach event on May 6. I hope that some of your judicial officers, your prosecutor, and the Director of Assigned Counsel will attend this event. See you all in just over a week.

Kari

From: Dan Clark <dancclarkbog@yahoo.com>
Sent: Tuesday, April 25, 2023 8:43 AM
To: Hunter Abell <habell@williamskastner.com>; Kari Petrasek <kari@petraseklaw.com>; Sunitha Anjilvel <sunitha@amlawseattle.com>
Subject: North Dakota's Rural Attorney Recruitment Program

Good morning,

I wanted to inquire if the STAR committee has explored, and/or is exploring approaching WSBA, and potentially the Supreme Court and legislature with a program similar to North Dakotas for recruitment of rural practice attorneys. I must confess, until I attended Western States this year, I hadn't heard about this program. I'm sure you all have, but in the off chance you haven't, I wanted to share this with you.

[North Dakota Court System - Rural Attorney Recruitment Program](#)

**North Dakota Court System - Rural Attorney
Recruitment Program**

<https://www.ndlegis.gov/cencode/t27c02-2.pdf>

Here is a break down financially of how they administer the program in real world dollars:

Under the program, the three entities agree to pay an eligible attorney an incentive of \$45,000 to work full-time in the participating community and to live within close proximity to the community for 5 years. The State bar pays up to 15 percent of the total of this stipend over the 5 year period, the County pays 35 percent of the total costs, and the State Supreme Court through appropriations by their state legislature pays the remaining 50 percent of the funding for this 5 year stipend. This amounts to \$9,000 dollars a year in a stipend that is split \$1,350 in yearly stipends from their state bar through their bar foundation, \$3,150 paid from the County or municipality that the attorney is located in, and the remaining \$4,500 paid by the state. It would seem that a program similar to this concept could potentially be something viable for consideration in Washington State. Of course, this would all come down to money, and monetary funding and commitments from the State Bar, Counties and State of Washington. Given the state of the growing crisis, I do believe it is reasonable idea to further explore, either mirroring or even if it's on a much smaller basis, as a way to try to recruit and retain Attorneys to rural areas of the state.

In the couple of meetings that the Yakima County Bench-Bar Association has had and discussed this real growing problem that is turning into a crisis in the words of our Superior Court judicial officers, elected Prosecuting Attorney, and Director of Assigned Council (what we call our public defenders office), the real trick or key to success that most of the members that came here years ago without family or a true connection to Yakima, is to fertilize for lack of a better word and help to establish firm roots of a new/young and/or transplant attorney to the community and with the community. Once someone has purchased a house, met someone from here and potentially started a family etc, and/or joined clubs, other boards, or their kids enroll in schools, sports teams etc, they are much more likely to stay. Most that ultimately have stayed, have said that they learn to appreciate the slower, more rural and home town feel of a smaller community v. the "big city". The problem is really trying to get them to stay long enough to be able to establish those roots. I think that this program or something similar to this would help to do so, as it would require a commitment of 5 years.

It would seem that if we were inclined to want to potentially proceed with a program like this, that we could require contracts to be executed that would require repayment in full or whatever unmet stipend for the participants if they were to default and breach the contract and not stay in the community for the full five years.

Anyway, I am going to be writing about the attorney shortage and somewhat of a crisis in small towns in the next President Corner. It's not just a Yakima thing, not just a Prosecuting Attorney thing... several communities are now no longer able to adequately meet the needs of public defenders due to attorney shortages.

Anyway, thanks and I'll look forward to hopefully seeing all of you on May 6th.

Anyway, hope that you are all well. It's a real honor and privilege to serve with each of you.

Respectfully,

Dan Clark