WASHINGTON STATE
BAR ASSOCIATION

Small Town and Rural Council

Small Town and Rural Council Meeting I Virtual Only
Wednesday, October 28, 2026| 12:10 p.m. – 1:10 p.m.
Via Zoom

Quorum Bylaw	"Quorum" means the presence of a majority of the voting membership (i.e., more than half the voting members). A quorum must be present when votes are taken. STAR Council Quorum: 7 voting members
Governing Document	STAR Council Charter
Voting Members	Ashley Cummins (Chair), Dan Clark (BOG), Mary Rathbone (BOG), Michele Moore (Rural), Philip Hunsucker (Rural), Hyun-Ji Lee (QLSP), Sean King (Gonzaga), Travis Pietila (UW), Rusty McGuire (Rural), Dusty Weber Lamay (Rural), Raymond Swenson (At-large), Abraham Wise (New Member), Courtney Wyckoff (Seattle U.)
Seattle University HUB Program Liaison	Gloria Guizar Negrete
BOG Liaison	Mary Rathbone
Staff Liaison(s)	Julianne Unite, Vanessa Sweeney

AGENDA – Discussion/Action

1. Welcome (Chair Ashley Cummins)
2. Introduction Activity (Chair Ashley Cummins)
    a. What made you want to join or participate in the STAR Council
    b. What is one issue affecting small-town or rural legal practice that you hope STAR discusses this year?
3. Approval of September 2026 Meeting Minutes (all)
4. WSBA Updates (Chair Ashley Cummins, Dan Clark, Gov. Mary Rathbone, and Julianne Unite)
    a. Board of Governors Updates
    b. WSBA policies and processes overview and resources – Volunteer Toolbox
5. STAR Council Overview (Chair Ashley Cummins and Julianne Unite)
    a. Chair vision and goals (Chair Ashley Cummins)
    b. WSBA staff support (Julianne Unite)
    c. STAR Council Webpage (Julianne Unite)

d. Council Member Roles (Chair Ashley Cummins and Julianne Unite)
    i. Communication norms and tools
        1. STAR Council List Serve, friends of the Council list, email, meetings
    ii. Meeting attendance expectations
    iii. Project participation
    iv. Expenses and reimbursements
e. Year-at-a-Glance and Projects Overview (Chair Ashley Cummins)
f. FY27 Meeting Schedule Discussion (Chair Ashley Cummins)

6. Announcements
7. Next Steps/Conclusion
8. Next Meeting: November 18, 2026
9. Adjourn

WASHINGTON STATE
BAR ASSOCIATION

CHARTER
Small Town and Rural Council

Adopted: April 17, 2021. Amended July 17, 2021; September 7, 2024; November 14, 2025.

Purpose

As an advisory entity to the WSBA Board of Governors, the Small Town and Rural (STAR) Council is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Council will work to ensure that the practice of law in rural communities is present, growing, and thriving.

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

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

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

Definition of "Rural"

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

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

This definition will serve as the "per se" definition of rural. The STAR Council has the authority to change this definition based on specific programming objectives.

Composition

The member appointment process will follow the process for WSBA Committees. Members of the STAR Council should have demonstrated experience and/or interest in a thriving legal practice in Washington's rural communities. The STAR Council will consist of 13 members and are outlined as:

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

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

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

Terms

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

Initial Committee Terms

In FY21, the first appointments to the STAR Council were effectuated in a staggered rotation of STAR Council members. Therefore, the following terms were in place for the first appointment cycle only. All subsequent terms should adhere to the term limits stated above. STAR Council members serving an initial term less than three years, should be considered an incomplete term. Therefore, the member is eligible to serve two subsequent complete three-year terms per WSBA Bylaws.

- 2 Active WSBA Members

  1 member with two-year term, 1 member with three-year term.

- 4 Active WSBA Members from rural communities (see above for definition)

  1 member with one-year term, 1 member with two years term, 2 members with three-years term.

- 3 Law School Representatives (voting, must be currently employed with a WA Law School)

  1 member with one-year term, 1 member with two-years term, 1 member with three-years term.

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

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

Scope of Work

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

Measures of Success

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

STAR Council Roles

1. **Community Education and Outreach**

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

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

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

3. **Job Opportunities and Clearinghouse**

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

Committee Evaluation

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

WASHINGTON STATE
BAR ASSOCIATION

Small Town and Rural Council

Small Town and Rural Council Meeting Minutes
Wednesday, September 23, 2026
Virtual meeting via Zoom

Council Members Present: President-Elect Kari Petrasek, Ashley Cummins, Philip Hunsucker, Hyun-Ji Lee, Rusty McGuire, Sean King, Travis Pietila
Council Members Absent: Past-President Dan Clark (excused), Allison Foreman (unexcused), Gloria Guizar (non-voting), Michele Moore (excused), Governor Mary Rathbone (excused)
WSBA Board of Governors Present: N/A
WSBA Staff Present: Julianne Unite, Vanessa Sweeney
Public Attendees Present: Mike Chin, Annalise Martucci, Raymond Swenson (incoming FY27 STAR Council member), Courtney Whitmore Wyckoff (incoming FY27 STAR Council member)

Introductions and Approval of July Meeting Minutes (President Elect Petrasek)

STAR Council Chair and WSBA President-Elect Kari Petrasek called the meeting to order at 12:12 p.m. On motion by STAR Council Member Philip Hunsucker, seconded by STAR Council Member Travis Pietila, the Council approved by unanimous vote the July STAR Council Meeting minutes (7-0-0).

Introductions were made by incoming STAR Council members Courtney Whitmore Wyckoff and Raymond Swenson.

WSBA Updates (President-Elect Petrasek and Julianne Unite)

Board of Governors updates

President-Elect Petrasek noted that the Board of Governors (BOG) will meet tomorrow and Friday, including the swearing-in of new governors and officers. WSBA Member Services and Engagement Manager Julianne Unite reminded members of the transition to the new fiscal year. Members with outstanding expenses should submit them as soon as possible, no later than mid-October. Julianne added that an APEX Awards celebration will take place on September 29 from 5:00 to 9:00 p.m. The event will recognize Outstanding New Member award recipient Mason Ji, former chair of the Washington New Members Committee.

President-Elect Petrasek announced that STAR Council Member Ashley Cummins will be the new STAR Council Chair beginning in October.

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STAR Council Presentation to the Board of Governors (Pres.-Elect Petrasek)

Survey

President-Elect Petrasek, Ashley, and WSBA Advancement Department Director Kevin Plachy will be presenting to the BOG tomorrow. The presentation will include a high-level overview of what the survey found and ask the Board to approve the continuation of the STAR Council for another five years, followed by a survey assess progress and Council efforts.

STAR Charter Revisions

Julianne provided context regarding the proposed draft charter amendments that included particularly the inclusion of pro bono status for council members and revisions prompted by the Office of General Counsel's review. The charter's references to GR12 were updated to reflect changes in the regulation, and language was adjusted accordingly. Substantive edits included the addition of pro bono status to Council member positions and the removal of initial Council terms, which are now obsolete after five years. To maintain clarity, the concept of staggered terms was explicitly added. The Council evaluation paragraph may require further modification depending on the outcome of the upcoming BOG meeting, as the current language could become outdated by the end of the fiscal year. Any changes recommended by the Board will be coordinated with the Office of General Counsel. The charter must also undergo equity and fiscal analyses before final approval, and these may result in additional modifications. If approved soon, the new eligibility criteria will be effective for the next recruitment cycle, with deadlines extending into early 2027. The Council discussed whether to approve the charter immediately or wait until after the BOG meeting to incorporate any necessary edits, ultimately agreeing that there is sufficient time to finalize the document before the next recruitment cycle. The process will ensure that all analyses and feedback are addressed, and the charter will be ready for approval by the January meeting at the latest.

Project Updates

Rural Day of Service (Kevin Plachy, Julianne Unite)

Julianne shared that the Rural Day of Service, which was scheduled with Northwest Justice Project (NJP) for September 18 in Moses Lake, has been postponed to next spring due to insufficient client participation, despite having a strong group of volunteer attorneys confirmed. NJP will prepare a postponement report to present at a future STAR Council meeting, aiming to address recruitment challenges and explore potential modifications to the program.

The group discussed planning for upcoming webinars and CLEs, noting that scheduling requires significant lead time and that June is already reserved for the Legal Lunchbox CLE. There was consensus that one CLE in June is sufficient, and any additional CLEs should be scheduled in other months or possibly connected to the ATJ Conference, which will be held in Spokane on October 7-8, 2027. The Council expressed openness to submitting a proposal for the ATJ Conference as an alternative to the STAR Summit, and members agreed to stay informed about submission timelines and conference planning. For anyone who is interested in co-chairing, please contact ATJ Board Chair Michael Chin.

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Virtual Job Fair (Sean King)

STAR Council Member Sean King reported connecting with Travis and Ashley to begin considering dates for the upcoming virtual job fair, being sure to allow more time between the interview date and the deadline for the rural practice grant applications. March is being considered for interviews, so applicants can secure positions before applying for grants in April. Sean mentioned hoping to finalize the interview date by their October meeting, ensuring the timeline is more flexible and applicant-friendly.

Summit Project Team (Ashley Cummins, Kevin Plachy, Michele Moore, Gloria Guizar)

Ashley noted there is not much to discuss at this time and suggested changing the agenda item to the ATJ Conference as it's taking place instead of the Summit next year.

FY27 Meeting Schedule

The Council agreed to keep the same meeting cadence, with monthly meetings taking place on the fourth Monday of every month with the exception of November's meeting which will be rescheduled to November 18 to avoid conflict with the Thanksgiving holiday, and canceling December's meeting.

Announcements

None.

Next Steps/Conclusion

None.

Next Meeting: October 28, 2026

Adjournment

President-Elect Petrasek adjourned the meeting at 12:47 p.m.

Some material in this document was generated using Microsoft Copilot and was reviewed and modified by Vanessa Sweeney, WSBA Member Services and Engagement.

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FY27 AT-A-GLANCE			
Year-round	Career Center Discounts	Rural employer discount for posting job postings	Job Opportunities and Clearinghouse
Fall/Winter	Charter revisions	Revisions to address eligibility concerns for council positions	General Council Governance
Spring	Internship grants	Eleven internship grants to law students, supporting placements in various nonprofit, government, and private firm roles in rural communities and incentivizing rural practice	Pipeline and Placement Programs
Spring	Virtual Job Fair at Gonzaga	Connecting rural legal employers with law students and recent graduates leading to many employment offers for summer internships and post-graduate positions	Pipeline and Placement Programs
June	Proclamation	Rural Practice Month Proclamation request with the Governor's office	Community Education and Outreach
Spring	Rural Day of Service	Partnership with Northwest Justice Project to deliver pro bono legal services in Moses Lake, engaging volunteer attorneys and serving community members	Community Education and Outreach
Every other June	STAR Summit/ ATJ Conference	Annual STAR Summits have convened rural practitioners, judges, and law students. Moving forward will alternate years with Access to Justice Conference. October 2027 ATJ Conference STAR to submit 1-2 CLE proposals addressing STAR issues	Community Education and Outreach
June	Legal Lunchbox	High-impact CLE with focused on rural practice topics	Community Education and Outreach

STAR Internship Grant Recipient Placement

2024	
Seattle University	Skagit Legal Aid, Mount Vernon
Gonzaga	Benton County Office of Public Defense, Kennewick
Gonzaga	Franklin County Office of Public Defense, Pasco

2025	
Gonzaga	Douglas County OPD, Wenatchee
APR6 Law Clerk	Columbia Legal Services/ Laurel Rubin Farm Worker Justice Intern, Wenatchee, Yakima
University of Idaho	McGuire, DeWulf, Kragt & Johnson, P.S., Davenport
University of Washington	NW Immigrant Rights Project, Granger
Seattle University	Federal Defenders of Eastern WA and ID, Yakima
University of Washington	Yakima County Dept of Assigned Counsel, Yakima
Willamette University	Platt, Thompson, and Buescher, Coupeville
Widener University Commonwealth Law School	Sunlight Law, Yakima
Seattle University	Northwest Justice Project, Yakima
Seattle University	Columbia Legal Services/ Laurel Rubin Farm Worker Justice Intern, Seattle with rural travel

2026	
University of Washington	Northwest Immigration Rights Project, Wenatchee
Mitchell Hamline School of Law, Saint Paul, MN	Clallum Public Defender, Port Angeles
The Catholic University of America, Washington, D.C.	Earl & Edwards, Moses Lake
University of Washington	WA State Office of Public Defense, Yakima
University of Washington	Heart of America Northwest, Seattle - serving rural counties
Gonzaga	Gittins & Dukes, PLLC, Clarkston
Gonzaga	BPE Law Group, Ellensburg
Gonzaga	Federal Defenders of Eastern Washington & Idaho, Yakima
Gonzaga	Yakima County Public Defender, Yakima
University of Oregon	Grant County Office of Public Defense, Ephrata
University of Washington	Julie A. Carson Straube Law Office (via Rural Public Defense Fellowship), Walla Walla

WASHINGTON STATE
BAR ASSOCIATION

WSBA ENTITY ANNUAL REPORT

FY 2025: October 1, 2024 – September 30, 2025

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Name of Entity:	Small Town and Rural (STAR) Council
Chair or Co-Chairs:	Kari Petrasek
Staff Liaison: *(include name, job title, and department if known)*	Julianne Unite
Board of Governors Liaison:	Matthew Dresden
Purpose of Entity: *May be stated in Bylaws, Charter, Court Rule, etc.*	
As an advisory entity to the WSBA Board of Governors, the Small Town and Rural (STAR) Council is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Council work to ensure that the practice of law in rural communities is present, growing, and thriving.	
Strategy to Fulfill Purpose:	
The STAR Council continued to execute their three-phase strategic plan adopted in May 2022 by the full STAR Committee (NKA STAR Council), expanding their deliverables for FY25.	
How does the entity's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?	
The STAR Council directly supports the WSBA's mission by helping address the issue of "legal deserts" in Washington, strengthens the quality of legal practice in underserved areas, and serves as a critical "force multiplier" for rural practitioners throughout Washington.	
2024-2025 Accomplishments:	
Legal Lunchbox: APR 6 Law Clerks in Rural Practice. Delivered April 29, 2025. There were approximately 1556 attendees.	
The STAR Council resubmitted for the Rural Practice Month Proclamation from the Governor's Office. It was declared that November 2024 would serve as Rural Practice Awareness Month.	

Rural Practice Virtual Job Fair: In partnership with Gonzaga Law School, the STAR Council conducted their second rural practice virtual job fair, in attempts to connect rural employees with qualified applicants who may not have otherwise known about rural opportunities. 28 employers were initially registered for the spring job fair. They posted 31 jobs, six of those did not receive any applications and six other employers withdrew prior to the job fair either due to declining to interview the applicants or the posted job was filled by other means. 77 applications were received in total from 75 registered job seekers. At least 2 students were offered internships as result of the job fair.
Internship Stipends: The STAR Council awarded 10 stipends in the amount of $5,000 each to law students to help them offset their living expenses during their summer internships.
STAR Summit: The STAR Council hosted the 2nd Annual Small Town and Rural Practice Summit, in-person, at Heritage University in Toppenish. The all-day seminar was approved for 6.0 CLE credits, which includes 4.0 Other credits, 1.25 Law and Legal Procedure credits, and .75 Ethics credits. The Washington State Small Town and Rural Practice Summit convened a broad range of stakeholders, including judges, attorneys, and law school students from across Washington State, to discuss and learn about the challenges and opportunities facing rural communities and the legal professionals practicing within them. This event was thought-provoking and solution-driven as participants explored rural legal needs, resource allocation, access to justice issues, career fulfillment, and the opportunities and challenges associated with small town and rural law practice. The event included keynote presentations, panel discussions, and breakout sessions. The summit had over 100 registrants and featured a very popular Welcome Reception the evening before the CLE. The STAR Council is currently in discussion of how to host this event again for FY26.
Rural Day of Service: On September 12, 2025, the STAR Council hosted a Rural Day of Service in partnership with Northwest Justice Project in Okanogan County. There were 7 attorney volunteers who served 14 clients who walked away with completed estate planning documents in hand.

Next Fiscal Year: 2025-2026 Top SMART Goals & Priorities: *SMART Goals can be an effective framework for the creation of goal; they detail the work you and your team hope to accomplish and help to foster and communicate clear expectations.* *SMART Goals are: Specific, Measurable, Relevant and Time-Bound*	
1	Host a statewide Summit in Spring 2026, bringing together stakeholders to create goals on how to increase the number of lawyers in “legal deserts.”
2	Host a rural day of volunteering with a QLSP in one or two rural areas.
3	Host 2 virtual job fairs in FY26 and continue to offer career center discounts. We will also present another Legal Lunchbox CLE.

Looking Ahead: *Please share any long-term goals and/or priorities your entity seeks to address, beyond the next fiscal year.*	
1	Continue to carry out the STAR Council’s three-phase strategic plan.
2	Work with state organizations to create policy regarding student loan forgiveness for lawyers who work in “legal deserts.”

3	Ensure greater visibility for the STAR Council in the statewide legal practice.

Please describe how this entity is addressing diversity, equity, and inclusion:
How have you elicited input from a variety of perspectives in decision-making? What techniques do you use to promote a culture of inclusion within the board or committee? How do you seek to elicit inclusive decision-making amongst your group? What more would you like to see done in this area to better support the needs of your entity?

The STAR Council actively seeks participation, input, and feedback from attorneys in traditionally under-represented areas of the state, including rural counties, Native American reservations, and areas outside the I-5 corridor. The STAR Council comprises a mix of private and public attorneys and comprises predominately attorneys outside the greater Seattle area.

Please share feedback regarding the support and engagement provided by WSBA.
For example:

- *Quality of WSBA staff support/services, including technology solutions*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

WSBA staff provide exemplary support for the WSBA STAR Council. Julianne Unite, Kevin Plachy, Chelle Gegax, and Vanessa Sweeney are all essential to the Council's success to date.

Entity Detail & Demographics Report:
To Be Completed by WSBA Manager of Volunteer Engagement

Size of Entity: *(Include voting and non-voting members)*	13
Number of Vacancies for FY26: *The number of OPEN positions with terms beginning October 1, 2025 (FY26) if any.*	2
Number of Applicants for FY25: *Applications were submitted in the Spring-Summer of 2025 for terms beginning October 1, 2025 (FY26)*	5
Budgeted Direct Expenses: *As of September 30, 2025.*	$7,500
Total FTE Support:	.40 FTE
Indirect Expenses: *As of September 30, 2025.*	$53,754

FY25 Demographics:
The WSBA promotes diversity, equality, and cultural competence in the courts, legal profession, and the bar, and is committed to ensuring that its committees, boards, and panels reflect the diversity of its membership.

Aside from the factors marked (*), demographic information was provided voluntarily, and individuals had the option to not respond to any or all of the factors below.

Disability	Yes	30%

	No	50%
	Chose Not to Respond	20%
District*	4	20%
	5	20%
	6	10%
	7N	10%
	8	20%
	9	10%
	Unknown	10%
Ethnicity	White or European Descent	80%
	Chose Not to Respond	20%
Gender	Female	30%
	Male	40%
	Non-Binary	10%
	Chose Not to Respond	20%
Sexual Orientation	Gay, Lesbian, Bisexual, Pansexual, or Queer	10%
	Heterosexual	70%
	Chose Not to Respond	20%

WASHINGTON STATE
BAR ASSOCIATION

ENTITY ANNUAL REPORT

October 1, 2025 – September 30, 2026
(FY2026)

The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards[i]), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2025 – September 30, 2026. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

Submission Deadline is Friday, October 16: please submit by emailing barleaders@wsba.org or requesting that your staff liaison submit the report internally.

Name of Entity:	Small Town and Rural (STAR) Council
Chair or Co-Chairs:	Kari Petrasek
Staff Liaison: *(include name, job title, and department if known)*	Julianne Unite
Board of Governors Liaison:	Allison Widney
Purpose of Entity: *May be stated in Bylaws, Charter, Court Rule, etc.*	
As an advisory entity to the WSBA Board of Governors, the Small Town and Rural (STAR) Council is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Council work to ensure that the practice of law in rural communities is present, growing, and thriving.	
Strategy to Fulfill Purpose:	
The STAR Council continued to execute their three-phase strategic plan adopted in May 2022 by the full STAR Committee (NKA STAR Council), expanding their deliverables for FY26.	
How does the entity's purpose help further the mission of the WSBA "to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice"?	

The STAR Council directly supports the WSBA's mission by helping address the issue of "legal deserts" in Washington, strengthens the quality of legal practice in underserved areas, and serves as a critical "force multiplier" for rural practitioners throughout Washington.

2025 - 2026 Accomplishments:

Legal Lunchbox: Recognizing Indian Law Issues in State Civil & Criminal Cases. Delivered April 28, 2026

The STAR Council resubmitted for the Rural Practice Month Proclamation from the Governor's Office. It was declared that June 2026 would serve as "Rural and Small-Town Legal Practice Month".

Rural Practice Job Fairs: In partnership with Gonzaga University School of Law School, University of Washington School of Law, and Seattle University School of Law, the Council conducted their fourth and fifth rural practice job fairs, in attempts to connect rural employees with qualified applicants who may not have otherwise known about rural opportunities. In the fall of 2025, 38 employers registered for the Nov. 14 job fair. They posted 51 jobs, 90 applications were received in total from 27 applicants. At least 6 total hires were made, including 5 for a summer associate/intern positions and one for an associate attorney position post-graduation. In the spring of 2026, 19 employers registered for the April 4 job fair. They posted 21 jobs, 14 applications were received in total from 8 registered job seekers. At least 1 student was offered an internship as result of the job fair.

Internship Stipends: The STAR Council awarded 11 stipends in the amount of $5,000 to law students to help them offset their living expenses during their summer internships. Funding for two of the $5,000 stipends were donated by the WSBA Family Law and Solo & Small Practice Sections.

STAR Summit: The STAR Council hosted the 3rd Annual Small Town and Rural Practice Summit, in-person, at Central Washington University in Ellensburg. The all-day seminar was approved for 4.5 CLE credits, which included 3.25 Other credits and 1.25 Ethics-DEI credits. The Washington State Small Town and Rural Practice Summit convened a broad range of stakeholders, including judges, attorneys, and law school students (including most of the summer grant recipients) from across Washington State, to discuss and learn about the challenges and opportunities facing rural communities and the legal professionals practicing within them. This event was thought-provoking and solution-driven as participants explored rural legal needs, resource allocation, access to justice issues, career fulfillment, and the opportunities and challenges associated with small town and rural law practice. The event included keynote presentations and panel discussions. The summit had 55 registrants and featured a very popular Welcome Reception held in partnership with the ATJ Board the evening before the CLE. The STAR Council has decided to make this an every other year event to be held during the off year of the ATJ conference and will start to discuss the FY28 summit towards the end of FY27.

Rural Day of Service: On July 27, 2026 the STAR Council hosted a Rural Day of Service in partnership with Inland Empire Legal Aid (Chewelah). There were 3 attorney volunteers who served 4 clients who walked away with completed estate planning documents in hand.

Next Fiscal Year: 2026-2027 Top SMART Goals & Priorities:
SMART Goals can be an effective framework for the creation of goal; they detail the work you and your team hope to accomplish and help to foster and communicate clear expectations.

SMART Goals are: Specific, Measurable, Relevant and Time-Bound

Use the WSBA SMART Goals Worksheet to detail the groups 2025-2026 goals. After using the worksheet to describe your goals, summarize the top three SMART Goals in 2-3 sentences below.

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1	Promote the law student summer internship stipend program early in the year.
2	Host a rural day of volunteering at a QLSP in one or two rural areas.
3	Submit one or two CLE proposals for the ATJ conference next year addressing STAR issues.

Looking Ahead: *Please share any longer-term goals and/or priorities your entity seeks to address, beyond the next fiscal year.*

1	Continue to carry out the STAR Council's three-phase strategic plan.
2	Work with state organizations to create policy regarding student loan forgiveness for lawyers who work in "legal deserts."
3	Ensure greater visibility for the STAR Council in the statewide legal practice.

Please describe how this entity addresses diversity, equity, and inclusion:
How have you elicited input from a variety of perspectives in decision-making? What techniques do you use to promote a culture of inclusion within the board or committee? How do you seek to elicit inclusive decision-making amongst your group? What more would you like to see done in this area to better support the needs of your entity?

The STAR Council actively seeks participation, input, and feedback from attorneys in traditionally under-represented areas of the state, including rural counties, Native American reservations, and areas outside the I-5 corridor. The STAR Council comprises a mix of private and public attorneys and comprises predominately attorneys outside the greater Seattle area.

Please share feedback regarding the support and engagement provided by WSBA.
For example:

- *Quality of WSBA staff support/services, including technology solutions*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

WSBA staff provide exemplary support for the WSBA STAR Council. Julianne Unite, Kevin Plachy, Chelle Gegax, and Vanessa Sweeney are all essential to the Council's success to date.

Entity Detail & Demographics Report:
To Be Completed by WSBA Manager of Volunteer Engagement

Size of Entity: *(Include voting and non-voting members)*	Click or tap here to enter text.
Number of Vacancies for FY27: *The number of OPEN positions with terms beginning October 1, 2026 (FY27) if any.*	Click or tap here to enter text.
Number of Applicants for FY26: *Applications were submitted in the Spring-Summer of 2026 for terms beginning October 1, 2026 (FY27)*	Click or tap here to enter text.
Budgeted Direct Expenses: *As of September 30, 2026.*	Click or tap here to enter text.

Total FTE Support:	Click or tap here to enter text.
Indirect Expenses: *As of September 30, 2026.*	Click or tap here to enter text.

FY26 Demographics:
The WSBA promotes diversity, equality, and cultural competence in the courts, legal profession, and the bar, and is committed to ensuring that its committees, boards, and panels reflect the diversity of its membership.

Aside from the factors marked (*), demographic information was provided voluntarily and individuals had the option to not respond to any or all of the factors below.

Disability	No	%
	Chose Not to Respond	%
District*	0	%
	1	%
	2	%
	3	%
	4	%
	5	%
	6	%
	7N	%
	7S	%
	8	%
	9	%
	10	%
Ethnicity	White or European Descent	%
	Middle Eastern Descent	%
	Multi Racial or Bi Racial	%
	Chose Not to Respond	%
Gender	Female	%
	Male	%
	Chose Not to Respond	%
Sexual Orientation	Gay, Lesbian, Bisexual, Pansexual, or Queer	%
	Heterosexual	%
	Chose Not to Respond	%

[i] Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support is responsibility under GR 12.3, to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template.

TO: WSBA Board of Governors

CC: Terra Nevitt, Executive Director

FROM: Kari Petrasek, Chair, STAR Council

DATE: August 21, 2026

RE: STAR Council Five-Year Evaluation and Recommendation

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

I. Introduction & Purpose

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

II. Committee Evaluation Structure

Per the Charter and prior evaluation guidance, this memo addresses:

1. **Assessment of the Council's Work and Impact**
2. **Survey Findings Relevant to Evaluation Objectives**
3. **STAR Council Deliverables & Alignment with Charter Objectives**
4. **Focus Areas Identified for Future Work**
5. **Determination of Ongoing Need**
6. **Recommendation for Continuation or Sunset**

III. Assessment of the Council's Work and Impact

A. Community Education & Outreach

- **Summits & Panels:** Annual STAR Summits (Spokane, Toppenish, Ellensburg) have convened rural practitioners, judges, and law students, with attendance ranging from 47 to 71 participants. Panels at law schools and virtual events have engaged both current and aspiring rural lawyers.
- **Legal Lunchbox CLEs:** STAR Council has delivered high-impact CLEs, including "Legal Issues Affecting Farm Workers," "APR6 Law Clerks in Rural Practice," and "Recognizing Indian Law Issues in State Civil & Criminal Cases," with registration numbers exceeding 2,000 and attendance consistently above 1,200.
- **Outreach Events:** Targeted outreach in Yakima and rural practice awareness months have increased visibility and engagement.
- **Meetings:** The STAR Council hosts monthly meetings, which are open to the public and often attended by many members of the public.

B. Pipeline & Placement Programs

- **Rural Internship Grants:** Since 2024, STAR has awarded over 30 internship grants to law students, supporting placements in various nonprofit, government, and private firm roles in rural communities and incentivizing rural practice. Recipients represent all Washington law schools and several out-of-state institutions. The program has also received support from WSBA Sections, including donations to the grant program from the Family Law and Solo & Small Practice Sections.
- **Hiring Events:** Since 2023, STAR's virtual hiring events hosted by Gonzaga School of Law in collaboration with Seattle University School of Law and University of Washington School of Law have connected rural legal employers with law students and recent graduates, generating a total of 162 job postings, 314 job applications, and many employment offers for summer internships and post-graduate positions.

C. Job Opportunities & Clearinghouse

- **Career Center Discounts:** STAR Council launched and maintains a rural employer discount for job postings, with over 120 eligible positions in 2024 and steady usage since inception.
- **Succession Planning:** Panels and summit sessions have addressed succession and practice transition, supporting retiring practitioners and continuity in rural communities.

D. Partnerships & Service

- **Rural Day of Service:** STAR Council partnered with Northwest Justice Project (NJP) in 2025 and 2026 and Inland Empire Legal Aid (IELA) in 2026 to deliver pro bono legal services in rural towns, engaging volunteer attorneys and serving dozens of community members.
- **Summit:** In 2026, the STAR Council partnered with the WSBA Access to Justice (ATJ) Board to deliver a joint pre-Summit reception in Ellensburg, WA.

IV. Survey Findings Relevant to Evaluation Objectives

A. Awareness & Utilization

- **Members:** Most rural practitioners are only slightly or moderately familiar with STAR Council programs. Legal Lunchbox CLEs and hiring events are the most utilized offerings, with over 50% of survey respondents indicating they have attended STAR Council's Legal Lunchbox CLEs.
- **Future Lawyers:** Awareness is limited, with many learning about STAR Council through law school communications or survey prompts. About 35% of survey respondents indicated that the internship grants are the most recognized program. The second and third most recognized STAR Council programs are Legal Lunchbox CLEs and the Summit, respectively.

B. Impact & Value

- **Members:** While some report positive outcomes (internship grants, summits), most do not perceive a significant change in practice due to participation in STAR Council programs to date. Mentorship for rural attorneys and succession planning remain areas of need.
- **Future Lawyers:** Motivations for aspiring lawyers considering rural practice include community impact, family ties, and bridging access to justice gaps. Barriers include compensation, job security, mentorship, and housing.

C. Pipeline & Succession

- **Internship Placements & Retention:** STAR Council grants have facilitated placements, but conversion to permanent roles and retention require additional time to evaluate as most grant recipients are still law students. Succession planning resources are requested by practitioners nearing retirement.

D. Access to Justice & Practice Infrastructure

- **Pro Bono & Public Defense:** Approximately 60% of respondents reported providing pro bono services independently or through a QLSP. Barriers identified include time, conflicts, and cost. Public defense coverage is often inadequate.
- **Practice Infrastructure:** Survey respondents indicated infrastructure gaps (e-filing, tech, support services) persist in rural areas.

E. Economic Viability

- **Major Barriers:** Client ability to pay, student loan burden, housing, and market size are the most significant obstacles to rural practice and recruitment.

F. Practice Area Needs

- **Top Needs:** Family law, criminal defense, and landlord-tenant are the most cited areas needing additional representation.

V. STAR Council Deliverables & Alignment with Charter Objectives

The STAR Council's deliverables directly further the Charter's objectives:

- **Education & Outreach:** Summits, panels, CLEs, and awareness campaigns have increased visibility, built new connections, and fostered collegiality.
- **Pipeline Development:** Internship grants and hiring events have paired law students with rural employers and created opportunities for law students to intern and recent graduates to practice in rural communities. Recent feedback gathered from the FY24 and FY25 internship grant recipients indicated that those still enrolled in law school after receiving a grant are still planning to practice in a rural area. For those grant recipients who are now licensed to practice, one is employed as a public defender in Douglas County. We also heard anecdotally from other sources that one recipient spent one year as a public defender in Franklin County. All feedback we have received from past grant recipients demonstrated that the grant program helped recipients afford the opportunity to garner legal experience in rural areas and cemented or maintained their interest in practicing in rural communities in the future.
- **Job Opportunities:** Career center discounts and succession planning support have improved access to rural job opportunities and continuity.
- **Partnerships:** Rural Day of Service and collaborations with legal aid organizations have expanded access to justice and engaged practitioners in service.

VI. Focus Areas Identified for Future Work

Based on survey results and Council review, STAR has identified the following priorities:

- **Expand Mentorship Opportunities:** Develop structured mentorship programs and mixers to connect rural practitioners and new lawyers.
- **Targeted Promotion of Hiring Events/Career Center Discounts:** Target rural practitioners and employers on a regular basis to raise awareness of these benefits and initiatives.

- **Engage Wider Segment of Rural Practitioners:** Partner with the Washington New Member Committee (WNMC) to engage new members in rural communities. Furthermore, the STAR Council wants to strengthen current relationships with entities like the ATJ Board and increase partnerships with other organizations working in similar spaces, such as affinity bar associations and legal aid organizations, to effectively meet with practitioners in their rural communities.
- **Increase Outreach & Visibility:** Enhance law school presentations and networking opportunities, targeted advertising, and support for rural practice pathways.
- **Support Economic Viability:** Advocate for financial incentives, housing assistance, and resources for rural practitioners.
- **Strengthen Succession Planning:** Provide resources and programming for retiring practitioners and practice transitions.
- **Conduct Further Research Regarding WSBA Membership Decline:** The attached WSBA demographic reports and associated spreadsheet with comparison of active membership numbers per county in 2022 compared to 2026 show that while WSBA membership in Washington state has grown, due to imperfect address data, additional research needs to be conducted to understand the impact on a county-by-county basis.

VII. Determination of Ongoing Need

The survey and evaluation demonstrate that STAR Council's work is not yet fully institutionalized within WSBA operations. Persistent gaps in awareness, mentorship, economic viability, and access to justice indicate ongoing need for a dedicated advisory entity. The Council's deliverables have made measurable progress, but continued focus and evaluation are warranted, particularly in assessing outcomes of the rural practice internship grants and engagement in the Council's programs. The key focus for STAR Council's next five-year cycle will be gathering data to determine how successful the Council has been in growing engagement and participation now that the Council and programs have become more established.

VIII. Recommendation for Continuation or Sunset

The STAR Council recommends continuation for another five-year cycle to allow adequate time to evaluate the effectiveness of programs such as the internship grant and hiring events. The Council will focus on expanding mentorship, engaging new members, and addressing economic and infrastructure barriers. A formal re-evaluation should be conducted in four years, with ongoing assessment of impact and alignment with WSBA's mission.

Respectfully submitted,

Kari Petrasek
Chair, STAR Council

Attachments
2020 Survey of Rural Practitioners
2026 Survey of Rural Practitioners
2026 Survey of Future Lawyers
STAR Council Charter
STAR Deliverables (All Time)
2022-2026 WSBA Membership County Data

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

Please see risk analysis memo provided with confidential materials.

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

The recommendation to extend the STAR Council for another five years will have fiscal implications, mainly covering funding for its administration and ongoing activities. Administrative costs include staff support of the Council, its activities, and related direct expenses. The staff time that would be allocated to this work is included in the overall duties of existing WSBA staff and does not require additional staff or allocation of resources from other internal sources. Council expenses, predominantly allocated for meeting attendance, are budgeted at $7,500 for both fiscal years 2026 and 2027. Actual expenditures have historically fallen below this budgeted amount. The Council's programs and events depend on their annual workplan; for example, $70,000 is allocated for FY 2026, with year-to-date expenditures totaling $62,004. Most of these costs are related to hosting the STAR Summit and awarding grants, while seminar registration fees for the summit have been minimal, bringing in less than $1,000. Going forward, the summit will be held on the off year of the ATJ conference.

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

The STAR Council's purpose is in part to address the inequities in access to affordable legal services in rural areas. Through their convenings and programs, they have made headway in bringing attention to and implementing solutions aimed at addressing inequities. The continuation of the STAR Council will give it the time it needs to address systemic inequities faced by rural communities. The Council will not only be able to evaluate the effectiveness of their current programs but can also create and deepen partnerships with others like legal aid organizations, the Access to Justice Board and criminal system agencies who are also working to address the rural legal access gap.

AI Disclosure: This document was created with the assistance of Microsoft CoPilot and checked for accuracy by ADV Director.

WASHINGTON STATE
BAR ASSOCIATION

CHARTER
Small Town and Rural Council

Adopted: April 17, 2021. Amended July 17, 2021; September 7, 2024; November 14, 2025; TBD.

Purpose

As an advisory entity to the WSBA Board of Governors, the Small Town and Rural (STAR) Council is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Council will work to ensure that the practice of law in rural communities is present, growing, and thriving.

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

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

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

Definition of "Rural"

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

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

This definition will serve as the "per se" definition of rural. The STAR Council has the authority to change this definition based on specific programming objectives.

CHARTER
Small Town and Rural Council

Composition

The member appointment process will follow the process for WSBA Committees. Members of the STAR Council should have demonstrated experience and/or interest in a thriving legal practice in Washington's rural communities. The STAR Council will consist of 13 members and are outlined as:

- Chair (voting member)
- 2 Current or Former WSBA Board of Governors Members (voting members)
- 1 Active or Pro Bono WSBA Member At Large (voting member)
- 4 Active or Pro Bono WSBA Members from rural communities - see above for definition of "rural" (voting members)
- 1 Active WSBA New Member, as defined in WSBA Bylaws (voting member)
- 3 Law School Representatives (voting members, must be currently employed with a Washington~~A~~ Law School ~~which~~ that is not currently represented on the Committee.)
- 1 Active or Pro Bono 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, staggered

~~**Initial Committee Terms**~~

~~In FY21, the first appointments to the STAR Council were effectuated in a staggered rotation of STAR Council members. Therefore, the following terms were in place for the first appointment cycle only. All subsequent terms should adhere to the term limits stated above. STAR Council members serving an initial term less than three years, should be considered an incomplete term. Therefore, the member is eligible to serve two subsequent complete three-year terms per WSBA Bylaws.~~

- ~~2 Active WSBA Members~~

  ~~*1 member with two-year term, 1 member with three-year term.*~~

- ~~4 Active WSBA Members from rural communities (see above for definition)~~

  ~~*1 member with one-year term, 1 member with two years term, 2 members with three-years term.*~~

- ~~3 Law School Representatives (voting, must be currently employed with a WA Law School)~~

  ~~*1 member with one-year term, 1 member with two-years term, 1 member with three-years term.*~~

CHARTER
Small Town and Rural Council

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

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

Scope of Work

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

Measures of Success

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

STAR Council Roles

1. **Community Education and Outreach**

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

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

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

3. **Job Opportunities and Clearinghouse**

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

Council~~mmittee~~ **Evaluation**

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

Commented [JU1]: This may need to be updated pending Sep. BOG meeting report.