



WASHINGTON NEW MEMBERS COMMITTEE

Washington New Members Committee

Washington New Members Committee Meeting | Virtual via Microsoft Teams
Monday, March 16, 2026, | 12:00 p.m. - 1:00 p.m.

AGENDA:

1. **Welcome & Introductions; Approval of February Meeting Minutes** – Alex
2. **WSBA Updates** –Chelle, Jordan
3. **FY27 Budget Update**– Alex
4. **Team Updates and Regional Reports** – All
 - a. **Social Media** – Ariel
 - b. **Mentorship Project Team** – Janta
 - c. **CLE Team** – Chawisa, Hanna
 - d. **Initiation of Charter Project Team** – Alex
5. **Priority Projects Discussion** – Alex; *Time Permitting*
6. **New ideas for Next Meeting** – All

Adjournment – Alex

WASHINGTON STATE BAR ASSOCIATION

Washington New Members Committee

Washington New Members Committee Meeting
Hybrid via Microsoft Teams
Saturday, February 21, 2026, | 10:11 a.m. – 2:14 p.m.
Meeting Minutes

WNMC Members Present: Alexander Reaganson, Mackenzie Lloyd, Hanna Harrison, Janta Steele, Mason Ji, Steven Brown, Matthew Rommelmann, Michelle Hesse

WNMC Members Absent: Bethany Nolan (unexcused), Thomas Garvey (unexcused), Makenzie Spinks (unexcused) Ariel Cook (excused), Chawisa Laicharoenwat (excused), Stephan Yhann, Fatima Al-Rikabi (unexcused)

Board of Governors Liaison: Jordan Couch (arrived 10:17 a.m., departed 10:36 a.m., rejoined 11:36 a.m., departed 11:51 a.m.)

WSBA Staff: Chelle Gegax – WSBA Member Services and Engagement Specialist, Vanessa Sweeney – WSBA Member Services and Engagement Program Coordinator, Kevin Plachy – Advancement Department Director (arrived 1:17 p.m.), Catherine Schur – Assistant General Counsel, OGC (departed 11:34 a.m.), Terra Nevitt – WSBA Executive Director (departed 1:10 p.m.)

Welcome & Introductions; Approval of January Meeting Minutes – Alex

WNMC Chair, Alexander Reaganson, opened the meeting at 10:11 a.m. and welcomed everyone in attendance. On motion by WNMC Member Mason Ji, seconded by WNMC Member Janta Steele, the WNMC approved the January WNMC Meeting minutes (8-0-0).

WSBA Updates – Chelle, Jordan

BOG Meeting Updates

WNMC Board of Governors (BOG) Liaison Jordan Couch shared updates about the upcoming BOG meeting in two weeks. The BOG will be going over updates with the Supreme Court. The BOG will be discussing Access to Justice, the Bar Licensure Task Force, and Experiential Pathways. The BOG created the Access to Justice (ATJ) Board to help prioritize to center access to justice over the next few years. Also talking about pledge to preserve the independence and profession of the judicial system related to work being done at the National Conference of Bar Presidents and the America Bar Association. WSBA Member Engagement Specialist Chelle Gegax shared WSBA updates including a change to the virtual meeting security policy. Due to increase in disruptions by random people intentionally creating disruption while joining meetings, we will not be posting meeting links directly on websites or materials, we ask that people reach out to us directly to obtain meeting links. This will not change access to BOG meetings as a different platform is used. Further discussion on this topic will take place at the March WNMC meeting. Chelle noted there is a BOG Governor At-Large position opening up, the deadline to apply is April 15, and there will be an information session on April 3. There are still three openings with

WNMC: Pierce county. Given that WNMC Member Steven Brown is located in Pierce County, and currently holds an At-Large position, Steven could possibly move into Pierce County seat and this will open up At-Large position. Also Southwest and South Central positions are open. We'll be doing some targeting recruitment for those areas. We've been invited to dinner and meet with BOG in May, taking place at the Wenatchee Convention Center. Dinner would take place on May 1, meeting on May 2. Invited to Local Heros luncheon on Saturday. Chelle asked committee members to confirm attendance by next Friday for those interested in attending the May meeting in person. Presentation of charter may be part of the meeting.

Experiential Pathways Presentation – Cate Schur

WSBA Assistant General Counsel Catherine Schur provided a comprehensive overview of Washington's developing experiential licensing pathway, a proposed alternative to the traditional bar exam intended to assess minimum competence through supervised, real-world legal work. Presenters explained that this effort began in after the Washington Supreme Court directed WSBA to design non-exam pathways to licensure, prompting the formation of a steering committee and various subcommittees to develop policies, competencies, and operational structures. The pathway would require candidates—law students half-way through their JD programs, APR 6 law clerks who have completed five-eighths of their training, graduates of either program, and qualifying foreign-trained lawyers or LLM graduates—to secure a supervising attorney, complete required supervised practice hours, conduct specific client-based activities, and assemble a portfolio demonstrating nine identified core competencies ranging from legal analysis and research to communication, professional responsibility, and workload management. Supervisors must be attorneys in good standing with at least three years of active practice and no significant recent disciplinary history; they would evaluate candidates using standardized WSBA rubrics and certify time records and activity completion.

WSBA Executive Director Terra Nevitt,

Central to the discussion were the two alternative proposals for structuring the required supervised practice time. Proposal One divides candidates into three tracks based on their educational status: law students would complete *500 hours* of supervised practice plus 12 experiential learning credits; APR 6 law clerks would complete 500 hours with no credit requirement; and graduates (JD or APR 6) would complete six months of supervised practice, estimated at 825–875 hours. **Proposal Two**, favored by many participants for its simplicity, eliminates multiple tracks and creates a single unified requirement for all candidates: *825 total hours* of supervised practice, regardless of educational stage. Under Proposal Two, hours could be earned in externships, law clerkships, experiential courses, employment, or volunteer work, provided they involve substantive legal work on client matters.

The meeting also reviewed the required pathway activities, including two client interviews or counseling sessions, one negotiation, use of factual research tools, professional responsibility components (either passing the MPRE or responding to prompt-based essays, plus a WSBA CLE module), and *10 hours of client-facing work* with appropriate timekeeping. Portfolio submissions would include written counseling communications, persuasive and objective legal documents, professional-responsibility writings (if chosen instead of the MPRE), and supervisor rubrics. All written work must meet prescribed word counts, address distinct legal issues, and include attestations and redactions to protect confidentiality. Participants raised concerns related to stigma, access barriers, feasibility for law students or those

without established professional networks, equitable supervisor assessment, and differences in firm culture. Many noted that while six months of practice may or may not fully build competency, it could reasonably serve as an assessment tool in lieu of the bar exam. In a final temperature check, most attendees expressed support for **Proposal Two's** unified 825-hour model, citing fairness, consistency, and clearer expectations across candidate types.

The experiential licensing pathway assesses whether candidates meet the minimum competence to practice law by evaluating real-world legal work rather than a written exam. Candidates will complete supervised practice, perform required activities assessed by a licensed attorney, and submit a portfolio reviewed by the Board of Directors. The effort began in 2020 when the Washington Supreme Court explored alternatives to the bar exam and, in 2024, approved developing experiential pathways. WSBA committees have since drafted policies and are now gathering stakeholder input before sending final recommendations to the Supreme Court. If approved through the rulemaking process, the pathway is expected to open for applications in early 2027.

Proposal one: The proposal offers three pathways based on a person's legal education. Law school students must complete 500 hours of supervised practice and earn 12 experiential learning credits. APR 6 law clerks are required to do 500 hours of supervised work without the credit requirement. Graduates from either pathway need six months (about 825–875 hours) of supervised practice, also without additional credit requirements, but ABA standards require law graduates to have six experiential credits to graduate. The second proposal adopts the same time requirements, but simplifies them into a single track for all participants, regardless of their stage in legal education. All candidates must complete 825 hours of supervised legal practice connected to a client matter or pathway requirements. This can be done during an APR 6 clerkship or through a law school experiential course.

Proposal 2 wins

Ariel abstain

Dress Code Initiative Background – Jordan and Terra Nevitt

The issue of courtroom dress codes resurfaced after an incident in central Washington where a judge conducting a “Blake Day” proceeding required individuals who arrived in tank tops and shorts—on an extremely hot day—to wear prison jumpsuits to comply with the court's attire rules. This action prompted outreach from attorneys associated with Civil Survival and the Office of Public Defense to the Bar's leadership, requesting collaboration with judicial associations and the Access to Justice Board. Initial attempts to engage these groups produced mixed responses: one judicial association expressed doubt that the matter required systemic action, and the ATJ Board was open to discussion but unsure of its precise role. Historically, the Young Lawyers Committee had also explored dress-code issues, including concerns that judges maintained outdated expectations—such as requiring women to wear skirts or insisting on ties even under circumstances (like injury) that made compliance difficult. Past survey responses showed polarized views among lawyers, with some dismissing the issue entirely and others describing real career-shaping discomfort stemming from courtroom expectations.

During the conversation, participants emphasized the complex balance between judicial discretion, ethical constraints, and the lived experiences of court users. A significant thread focused on how attire expectations may reinforce bias or create barriers to access, especially for individuals lacking professional clothing or wearing culturally significant dress. Bar leadership clarified that the Bar does not control courtroom rules but can propose changes to the Supreme Court, often in the form of amendments or comments to existing rules. A prior draft proposal sought to amend the Code of Judicial Conduct—specifically CJC 2.3—to clarify that judges should refrain from commenting on courtroom attire except where a clear rule violation exists, and even then must remain mindful of differences in culture, identity, socioeconomic status, gender identity, and similar protected characteristics. Some participants argued that pursuing such a rule change could spur greater engagement from judges, who might otherwise ignore educational outreach alone. Others urged beginning with judicial education to build goodwill and increase the likelihood of obtaining support for any rule change.

The group also discussed the logistics of engaging judicial associations, navigating internal Bar processes, gathering data, and strategizing how to demonstrate that the problem is real and systemic. They noted the importance of surveying members again, compiling prior research, reviewing how other jurisdictions handle courtroom attire, and documenting all stakeholder outreach for the Board of Governors. Practical considerations included timing (proposed rule changes are typically submitted to the Court by October 15), opportunities to address judicial audiences through conferences or the Board for Judicial Administration, and the need for staff liaisons to help facilitate communication. Ultimately, the conversation reflected both urgency and caution: while there was shared recognition that dress-code issues can contribute to inequity, the group stressed the need to build alliances, collect strong evidence, and pursue the dual path of education and thoughtful rulemaking so that any proposed change is effective, strategic, and grounded in broad support.

Terra committed to put together education program. If there is an interest in something more, we'd need to figure out who will drive that. Terra wanted to be at today's meeting to determine whether this is something the WNMC wants to take on, and is the committee still passionate about it, and what could the educational content be. Jordan mentioned that many governors from the BOG are interested in seeing action taken to address this issue. The intention is mainly to advise judges and bring attention to it. When changes like this are introduced, judges are often required to attend CLEs to stay informed and considerate about the topic, which can be a powerful way to highlight the matter. This approach allows judges to engage with these issues thoughtfully, even though altering all local rules isn't possible. And so the idea behind the rule and proposal was how about we just remind judges that how someone is dressed and your views on that can be a reflection of your own biases. And you should consider that before commenting on someone's attire in the courtroom. Terra suggested to first focus on education, then rule changes. This can be done by reaching out to judicial associations and ethics committees. Jordan agreed, advising getting buy in is important prior to proposing to the BOG. Janta asked what would be most impactful. Jordan replied that surveying members and gather feedback, tie the two

together and develop a thoughtful proposal. Terra mentioned that by October 15 you will want BOG to have approved sending a proposed rule change, and that the BOG will want to see data, and all key stakeholders have been consulted, including the judicial conduct group, judicial associations, consult with WSBA's Ethics Committee, the Diversity Committee and the Access to Justice Board. Terra plans to move forward with the educational piece regardless, and would like to have collaboration and input on what it covers. Terra added that if the WNMC would like to move forward with this, connecting with judicial associations is a good place to start. Chelle could help determine what resources are available to assist with data gathering. Suggestions include looking to see what else has already been done, do other jurisdictions have rules like this; has a study been conducted; connecting with other groups to determine if they are willing to discuss; and reaching out to chairs of the judicial associations. It will be important for the BOG to see the extent of the outreach and research that takes place. Additionally, it would be smart to present for the first time in July, as the BOG would need to approve by their September meeting for this to go to the court by October.

(Break 12:00-12:15 p.m., working lunch)

FY27 Budget Planning – Alex

Chelle walked through the current spending of the committee year to date and noted that now is a good time to discuss what the WNMC would like to plan. Suggestions included PSLA, WYLC after bar exam social in Wenatchee, ABA attendance and sending more people – the leadership team can determine that cost wise, opportunities for the WNMC to sponsor or partner on. Janta requested a project team budget to help with travel or other support activities around project teams. Alex: ABA Scholarship – people weren't applying so it got shifted from it's own line item to general outreach. Do people want to bring that back? To sponsor members of the public. Up to \$500 x 5, in the past. Terra: good place to start is to determine what is the goal in sending people to the ABA and is that best served by sending committee members or is it best served by soliciting interest outside of the committee, maybe it's both. ? Mason: my sense is for the broader public there isn't a lot of interest in the ABA. Terra: it's great to send ppl for the ABA but not sure if it's great for the Bar. Personally, it's more useful to the Bar to send committee member who are researching issues for putting in the time who represent an area. There is nothing in return for sending members of the public. Janta: perhaps it's a committee appointed seat. Chelle; be specific who is able to receive it and having review criteria mapped out so advertised. Perhaps start with a partial scholarship.

Janta asked if the WNMC can sponsor an in person event around the Metrolink mixer for people who are more interested? Chelle clarified that the MentorLink Mixer program is separate and utilizes a separate budget. If the WNMC would like to plan for an in person mentorship event, it would need to be done via the outreach and events WNMC budget. Terra noted that budget requests will be more successful when clearly tied to specific plans and activities as opposed to like we want to do more in this area so we want to make sure we have some money. Chelle will send out scheduling poll to leadership team for next week to meet for budget planning.

Team Updates and Regional Reports – All

Social Media – Ariel

Ariel – check the report in materials. Alex: do we plan to make post about our committee members being present at ABA mtg? Alex will send to Ariel.

Mentorship Project Team – Janta

Janta shared that the mentorship project team has met twice since the last WNMC meeting to develop questions to be included in 2026 new members survey, in an effort to help flesh out what our committee needs to know about member's interest in mentorship. Would like feedback from committee. Part of Discussion around we are trying to do two things: how people access opportunities, and the format of mentorship, and understanding whether or not for creating a baseline for whether our mentorship activities are making an impact. The WNMC walked through the survey questions and made edits during the discussion. Janta noted that the second item that the project team covered is the idea of a Lunch and Learn series (previously known as Brown Bag). The idea is that in April, May and June, the WNMC would hold an event with a speaker to present on a topic for 20 minutes for a speaker. The three topics that the project team has come up with include: public speaking, client interactions, and interoffice interactions. There's two things that we want to do out of this: first thing is to have some sort of a survey or a poll that's at the end of that where that collects some information from people who have self-selected as being interested in this mentorship kind of lunch and learn thing. To see to ask some of like a smaller version of this survey where we get some information about how they access mentorship or what kind of mentorship they want. Janta continued and shared that the second item is to invite them or ask if they're interested in participating a focus group. Janta concluded that these are the two outcomes that we're hoping to use so that we use these three events as a way to gather the information necessary so that if we do bring a proposal to the BOG that is quite well informed and is really based on some quantitative and qualitative data on what people are specifically looking for.

CLE Team – Chawisa and Hanna

WNMC Member Chawisa Laicharoenwat shared that the topic for the next Financial Focus will be taxes and retirement for early-career lawyers.

Hanna shared an update on the June Legal Lunchbox and mentioned possible topics that have been identified including lawyering skills, practical skills, deposition, client interviews, courtroom dress and decorum, and that no speakers have been identified yet. Alex suggested connecting with Criminal Law to advertise and obtain speakers, and cover expert witnesses. Hanna would like to be sure it isn't limited to just criminal and having civil folks as well. Broadening it to expert witness and lay evidence. On motion by Mason, seconded by Chawisa, the WNMC approved that the June Legal Lunchbox topic will cover expert witness and lay evidence. (8-0-0)

Social Event Planning – Chelle

February Bar Exam Social

Chelle noted that the After Bar Exam Social is next Wednesday, February 25 at 7 Seas Brewing in Tacoma. Steven and Janta mentioned they are planning to attend.

Trial Advocacy Program Social

Chelle noted that the Trial Advocacy Program (TAP) Social event is scheduled for April 16, and will send a template for WNMC members to for requesting sponsorships from firms.

Additionally, the WNMC discussed holding an After Bar Exam Social in Wenatchee in July. On motion by Fatima, seconded by Mason, the WNMC approved holding the after bar exam social in Yakima in July. Or social in Wenatchee in May. (See discrepancy – from transcript below):

New member social following the main meeting in Wenatchee.

Do we want to take a vote on whether or not we want to host one? Do we?

Thoughts, Alex.

I think about just confirming that.

So do I have a motion to hold after bar social?

Summer second from Mason. All in favor.

Cool hanan.

Just confirming you're raising your hand for yes.

ABA-YLD Midyear Meeting Debrief – Alex, Janta

Janta noted attending a workshop held by an ABA group that does career progressions skills.

Alex shared the three resolutions that were passed, including reforms urging the U.S. Supreme Court to provide greater transparency in shadow docket decisions, the creation of structured transition-to-practice programs, and guidance urging law schools and State Bar admissions to adopt the NextGen Uniform Bar Exam—something Washington has already implemented. Alex added that advice and support was also provided to a House of Delegates supporting a major resolution affirming the authority of state, local, tribal, and territorial governments to limit participation in federal immigration enforcement without risking federal retaliation. All measures passed by voice vote except one: a resolution calling for clarification that technological competence under Model Rule 1.1 includes the use of generative AI, which passed by a vote of 77–22. Additional consent items addressed Patent Office fee structures and reaffirmed support for the Public Service Loan Forgiveness program with proposed reforms.

Budget Discussion Regarding ABA-YLD Annual Meeting – Alex, Chelle

Alex stated that if with the current WNMC budget, there is enough to send two committee members to the ABA Annual Meeting without reallocation, and opened it up for the group to discuss the idea of whether or not a supplemental budget request be made to the BOG if the WNMC would like to send more people to the ABA meeting. Kevin noted discussing this with Terra, and that if the WNMC seeks to add more funds, Terra could do it through a reallocation, as long as it is available in the current budget. Kevin advised preparing a memo to Terra, with support and review by Chelle and Kevin. This request would be instead of supplemental request via BOG. Kevin stressed the importance of ensuring the Committee fits it into the FY27 budget as well.

Janta noted that the BOG Chair-elect has encouraged the WNMC to send five people to the ABA meeting. WNMC members who identified as interested in attending included Hanna, Mackenzie Lloyd,

Mason, Janta, and Fatima, with an additional slot held for a public delegate. Alex asked Kevin what the max amount for reallocation is without going to the BOG. Kevin suggested to keep it under \$10,000. Based on sending five people, at approximately \$1800 in expenses per person, the group concluded a total of approximately \$9000. Chelle advised the WNMC to consider including funds for social events that don't have sponsors to be included in the request. On motion by Mason, seconded by Janta, the WNMC voted to approve Mason drafting a memo for \$10,000 of reallocation. (8-0-0). On motion by Alex, seconded by Janta, the WNMC voted to approve Mason to draft the memo and work with the leadership team to review it before presentation to the Committee for final approval. (8-0-0)

Kevin advised the WNMC to ensure the memo to Terra is clear on what is being prioritized between sending people to the ABA meeting and additional social events.

Priority Projects Discussion – Alex

Charter Project Team – Alex

Ariel shared a proposal to shift the WNMC's regional configuration to align with the BOG. If the WNMC changes the regional makeup, the total number of representatives would decrease; if the WNMC shifts to congressional districts, as the BOG does, the total committee would increase by one seat. The WNMC currently is comprised of 18 members, if we switch to BOG districts it would be 16 seats.

Kevin supports the proposal and clarifies the importance of clearly defining the positions in the charter to allow for maximizing recruiting.

CHARTER DRAFT

Next steps include Vanessa and Chelle pulling information on new members by congressional district to aid in comparison of the boundaries, and holding a charter project team meeting, ideally including WSBA Manager of Volunteer Engagement, prior to the March WNMC meeting.

New Ideas for Next Meeting – All

None.

Adjournment

Alex adjourned the meeting at 2:14 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.

WASHINGTON STATE BAR ASSOCIATION

WASHINGTON NEW MEMBERS COMMITTEE (WNMC) CHARTER

DRAFT

Purpose:

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

Goals, Objectives and Activities:

Goal 1. Be Data-Driven.

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

Goal 2: Advocate.

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

Goal 3. Grow and Connect.

- *Objective A:* Develop and/or promote formal and informal mentorship programs to facilitate development of legal practice skills
 - *Activity 1:* Research and review mentorship programs established by affinity bar associations and/or other state bar associations to guide current and future programs.
 - *Activity 2:* Engage in relevant networking to connect new members to additional mentorship opportunities.
 - *Activity 3:* Identify and pursue opportunities for practical skills development for new members.
- *Objective B:* strengthen connections with law schools, affinity bars and WSBA entities.

- *Activity 1:* Host in-person meetings and outreach events at law schools.
- *Activity 2:* Support and collaborate with all WSBA law student representatives to ensure effective student engagement.
- *Activity 3:* Explore and seek out partnerships with affinity bar organizations and relevant WSBA entities on WNMC priorities and events.
- *Objective C:* Foster a positive culture and meaningful networks of support.
 - *Activity 1:* Maintain active communication through social media, relevant WSBA listservs, and other appropriate channels.

Goal 4: Pro Bono Empowerment.

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

Goal 5: Professional Development.

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

Meetings

- Time and Place: The WNMC shall meet monthly, virtually, for one (1) hour unless otherwise noted by this Charter or at the discretion of the Chair;
 - One per quarter, meetings shall be held in-person/hybrid, for three (3) hours with an additional hour for lunch.
 - At least one (1) of the in-person/hybrid meetings shall be set for a time and place that aligns with the applicable regular Board of Governors meeting.
- Meeting Expectations:
 - All regular meetings of the WNMC shall comply with Art. VII(B) “Open Meeting Policy,” of the WSBA Bylaws.
 - The Chair shall establish an agenda for each monthly meeting and ensure such agendas are distributed approx. one (1) week prior to each meeting, in coordination with the WNMC Staff Liaison(s).

- If the Chair is unable to attend any scheduled meeting, the Chair-Elect shall assume the role and its responsibilities, for that meeting; if the Chair-Elect is also unavailable, then the Immediate Past Chair shall assume the same.
- It is expected that all members of the WNMC shall have no more than two (2) unexcused absences from regular meetings.
- It is expected that all members of the WNMC shall actively participate in at least one (1) project team.

Committee Membership

- Leadership Team:
 - The Chairs:
 - Chair
 - Chair-Elect, as Vice Chair
 - Immediate Past Chair
 - Governor, At-Large (New Members), WSBA Board of Governors, *ex-officio*
 - WNMC Staff Liaison(s), *ex officio*
- Regional Representatives:
 - Greater Olympia – serving Lewis and Thurston counties
 - Greater Spokane – serving Lincoln, Pend Oreille, Spokane and Stevens counties
 - King County – serving King County (two (2) positions)
 - North Central – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
 - Northwest – serving Island, San Juan, Skagit and Whatcom counties
 - Peninsula – serving Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties
 - Pierce – serving Pierce County
 - Snohomish – serving Snohomish County
 - South Central – serving Yakima, Kittitas, and Klickitat counties
 - Southeast – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla and Whitman counties
 - Southwest – serving Clark, Cowlitz, Pacific, Skamania and Wahkiakum counties
- Six (6) At-Large Representatives:
 - Diversity, Equity and Inclusion Representative
 - Public Service Representative
 - Solo and Small Practice Representative
 - Three (3) General At-Large Representatives
- Terms:
 - The voting members of the WNMC shall be appointed for a term of three (3) years.
 - The terms of At-Large and Regional Representatives shall be staggered so no more than one-third (1/3) of these positions’ terms end each year, categorized accordingly:
 - Class A (with terms beginning October 1, 2026):
 - At-Large: General Representative (Class A)
 - At-Large: Diversity, Equity and Inclusion Representative
 - Greater Spokane Region
 - King County (Class A)
 - North Central Region
 - Northwest Region
 - Class B (with terms beginning October 1, 2027):
 - At-Large: General Representative (Class B)
 - At-Large: Public Service Representative
 - Greater Olympia Region

- King County (Class B)
- South Central
- Southwest Region
- Class C (with terms beginning October 1, 2028)
 - At-Large: General Representative (Class C)
 - At-Large: Solo & Small Practice Representative
 - Peninsula Region
 - Pierce County
 - Snohomish County
 - Southeast Region

Nominations and Appointment

- The WSBA Executive Director will designate WSBA staff liaison(s) to support the WNMC, as the WNMC Staff Liaison(s).
- WNMC Committee members will be appointed by the Board of Governors in accordance with WSBA Bylaws Art. IX(B)(1), upon recommendation by the WNMC’s Recommendations Subcommittee.
- **Recommendations Subcommittee:**
 - The purpose of the Recommendations Subcommittee shall be to review and consider all applicants to voting positions on the WNMC, as well as recommend qualifying candidates to the Board of Governors for appointment.
 - The Recommendations Subcommittee shall include all members of the WNMC Leadership Team.
 - Recommendation decisions shall be decided by a majority vote of the Subcommittee, with three total votes allocated accordingly:
 - One collective vote for the Chairs (Chair, Chair-Elect, Immediate Past Chair);
 - One collective vote for the WSBA Staff Liaisons, and;
 - One vote by the Governor At-Large, New Members.
 - It is understood that decisions by the Recommendations Subcommittee are preferred to be unanimous. However, should there be a significant split as to a recommendation, the Committee may vote to provide no more than two (2) recommendations for the Board of Governors to consider.
 - If such an event occurs, the Recommendations Subcommittee may inform the Board of Governors of each individual member’s votes for each applicant.
 - *Chair-Elect Recommendations:* The Recommendations Subcommittee shall recommend a Chair-Elect, from amongst qualifying applicants for the position, no later than February 28th (or 29th during a Leap Year) of each year for service beginning October 1, following appointment by the WSBA-BOG President-Elect in accordance with WSBA Bylaws Art. IX(B)(1)(c).
 - Should a current regional or at-large representative be appointed as Chair-Elect, the position of said representative shall become vacant and any remaining term shall be open for applications during the regular committee recruitment process (beginning in April of each year), unless the position is filled by a mid-term appointment in accordance with the WSBA Bylaws and this Charter.
 - The Chair-Elect will serve a three-year term, split accordingly: one (1) year as Chair-Elect; one (1) year as Chair, and; one (1) year as Immediate Past-Chair.

- *At-Large, Regional Representative Recommendations:* The Recommendations Subcommittee shall recommend individuals to the at-large and regional representative positions based on factors which will achieve the broadest range of diversity, practice area, and experience possible.
- *Prolonged Vacancies:* If any at-large or regional representative positions have not been filled after six (6) consecutive months of vacancy, the Recommendations Subcommittee may recommend to such position(s) any individual(s) that agree to represent the perspective of that position in good faith, regardless of the individual's practice area or region of residence/employment.

Success Criteria

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

Reporting & Evaluation

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

Committee Membership

- Leadership Team:
 - The Chairs:
 - Chair
 - Chair-Elect, as Vice Chair
 - Immediate Past Chair
 - Governor, At-Large (New Members), WSBA Board of Governors, *ex-officio*
 - WNMC Staff Liaison(s), *ex officio*
- Regional Representatives:
 - Greater Olympia – serving Lewis and Thurston counties
 - Greater Spokane – serving Lincoln, Pend Oreille, Spokane and Stevens counties
 - King County – serving King County (two (2) positions)
 - North Central – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
 - Northwest – serving Island, San Juan, Skagit and Whatcom counties
 - Peninsula – serving Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties
 - Pierce – serving Pierce County
 - Snohomish – serving Snohomish County
 - South Central – serving Yakima, Kittitas, and Klickitat counties
 - Southeast – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla and Whitman counties
 - Southwest – serving Clark, Cowlitz, Pacific, Skamania and Wahkiakum counties
- Six (6) At-Large Representatives:
 - Diversity, Equity and Inclusion Representative
 - Public Service Representative
 - Solo and Small Practice Representative
 - Three (3) General At-Large Representatives
- Terms:
 - The voting members of the WNMC shall be appointed for a term of three (3) years.
 - The terms of At-Large and Regional Representatives shall be staggered so no more than one-third (1/3) of these positions' terms end each year, categorized accordingly:
 - Class A (with terms beginning October 1, 2026):
 - At-Large Representative (Class A)
 - Greater Spokane Region
 - King County (Class A)
 - North Central Region
 - Northwest Region
 - Class B (with terms beginning October 1, 2027):
 - At-Large Representative (Class B)
 - Greater Olympia Region

- King County (Class B)
- South Central
- Southwest Region
- Class C (with terms beginning October 1, 2028)
 - At-Large Representative (Class C)
 - Peninsula Region
 - Pierce County
 - Snohomish County
 - Southeast Region

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Nominations and Appointment

- The WSBA Executive Director will designate WSBA staff liaison(s) to support the WNMC, as the WNMC Staff Liaison(s).
- WNMC Committee members will be appointed by the Board of Governors in accordance with WSBA Bylaws Art. IX(B)(1), upon recommendation by the WNMC Recommendations Subcommittee.
- **Recommendations Subcommittee:**
 - The purpose of the Recommendations Subcommittee shall be to review and consider all applicants to voting positions on the WNMC, as well as recommend qualifying candidates to the Board of Governors for appointment.
 - The Recommendations Subcommittee shall include all members of the WNMC Leadership Team.
 - Recommendation decisions shall be decided by a majority vote of the Subcommittee, with three total votes allocated accordingly:
 - One collective vote by the Chairs (Chair, Chair-Elect, Immediate Past Chair);
 - One collective vote for the WSBA Staff Liaisons, and;
 - One vote by the Governor At-Large, New Members.
 - It is understood that decisions by the Recommendations Subcommittee are preferred to be unanimous. However, should there be a significant split as to a nomination, the Committee may vote to provide no more than two (2) nominations for the Board of Governors to consider.
 - If such an event occurs, the Nominations Committee may inform the Board of Governors of each individual member's votes for each applicant.
 - *Chair-Elect Recommendations:* The Recommendations Subcommittee shall recommend a Chair-Elect, from amongst qualifying applicants for the position, no later than February 28th (or 29th during a Leap Year) of each year for service beginning October 1, following appointment by the WSBA-BOG President-Elect in accordance with WSBA Bylaws Art. IX(B)(1)(c).

- Should a current regional or at-large representative be appointed as Chair-Elect, the position of said representative shall become vacant and any remaining term shall be open for applications during the regular committee recruitment process (beginning in April of each year), unless the position is filled by a mid-term appointment in accordance with the WSBA Bylaws and this Charter.
- The Chair-Elect will serve a three-year term, split accordingly: one (1) year as Chair-Elect; one (1) year as Chair, and; one (1) year as Immediate Past-Chair.
- o *At-Large, Regional Representative Recommendations:* The Recommendations Subcommittee shall recommend individuals to the at-large and regional representative positions based on factors which will achieve the broadest range of diversity, practice area, and experience possible.
- o *Prolonged Vacancies:* If any at-large or regional representative position has not been filled after six (6) consecutive months of vacancy, the Recommendations Subcommittee may recommend to such position any individual that agrees to represent the perspective of that position in good faith, regardless of the individual's practice area or region of residence/employment.

Committee Membership

- Leadership Team:
 - The Chairs:
 - Chair
 - Chair-Elect, as Vice Chair
 - Immediate Past Chair
 - Governor, At-Large (New Members), WSBA Board of Governors, *ex-officio*
 - WNMC Staff Liaison(s), *ex officio*
- Congressional District Representatives (Eligibility based on either home or work address):
 - District 1
 - District 2
 - District 3
 - District 4
 - District 5
 - District 6
 - District 7 (North)¹
 - District 7 (South)²
 - District 8
 - District 9
 - District 10
- Six (6) At-Large Representatives:
 - Diversity, Equity and Inclusion Representative
 - Public Service Representative
 - Solo and Small Practice Representative
 - Three (3) General At-Large Representatives
- Terms:
 - The voting members of the WNMC shall be appointed for a term of three (3) years.
 - The terms of At-Large and District Representatives shall be staggered so no more than one-third (1/3) of these positions' terms end each year, categorized accordingly:
 - Class A (with terms beginning October 1, 2026):
 - At-Large: General Representative (Class A)
 - At-Large: Diversity, Equity and Inclusion Representative
 - District 2
 - District 5
 - District 7 (North)
 - District 10
 - Class B (with terms beginning October 1, 2027):
 - At-Large: General Representative (Class B)
 - At-Large: Public Service Representative
 - District 3
 - District 4

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

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

- District 7 (South)
- Class C (with terms beginning October 1, 2028)
 - At-Large: General Representative (Class C)
 - At-Large: Solo & Small Practice Representative
 - District 1
 - District 6
 - District 8
 - District 9