

WASHINGTON STATE BAR ASSOCIATION

Washington New Members Committee

Washington New Members Committee Meeting | Virtual via Zoom

Monday October 20, 2025, | **12:00 p.m. - 1:00 p.m.**

[Via Zoom](#) | Meeting ID: 899 4611 1517 | Passcode 608920 | Call In 888-788-0099

AGENDA:

- 1) **Welcome & Introductions; Approval of September Meeting Minutes** – Alex
- 2) **WSBA Updates** –Chelle, Jordan
 - a) BOG Meeting Updates
 - b) WSBA Updates
- 3) **New Member Introduction** – Alex
- 4) **FY26 Project Teams** – Alex/ Chelle
- 5) **Team Updates and Regional Reports** – All
 - a) **Financial Focus CLE** – Chawisa
 - b) **Social Media** – Ariel
 - c) **Legal Lunchbox CLE** - Hanna
 - d) **Mentorship Project Team** – Janta
- 6) **New ideas for Next Meeting** – All
- 7) **Adjournment** – Alex

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

**Washington Young Lawyers Committee Meeting
Via Zoom
Monday, September 15, 2025, | 12:10 – 1:13 p.m.
Meeting Minutes**

WYLC Members Present: Mason Ji, Alexander Reaganon, Stephan Yhann, Ariel Cook, Matthew Rommelmann, Chawisa Laicharoenwat, Steven Brown, Mackenzie Lloyd, Hanna Harrison (departed 1:10 p.m.), Aaron Haynes (departed 1:03 p.m.)

WYLC Members Absent: Adin Johnson (unexcused), Sydney Sherman (unexcused), Bethany Nolan (unexcused), Janta Steele (unexcused), Thomas Garvey (unexcused), Michelle Mendoza (unexcused), Michelle Hesse (unexcused), Makenzie Spinks (unexcused)

Board of Governors Liaison: Jordan Couch (departed 12:43 p.m.)

WSBA Staff: Chelle Gegax – WSBA Member Services and Engagement Specialist, Vanessa Sweeney – WSBA Member Services and Engagement Program Coordinator

Welcome & Introductions; Approval of August Meeting Minutes – Mason

WYLC Chair, Mason Ji, opened the meeting at 12:10 p.m. and welcomed everyone in attendance. On motion by WYLC Member Aaron Haynes, seconded by WYLC Member Hanna Harrison, the WYLC approved the August WYLC Meeting minutes (10-0-0).

WSBA Updates – Chelle, Jordan

BOG Meeting Updates

Board of Governors (BOG) Liaison Jordan Couch reported recent updates from the BOG include the approval of changes to the exemption for financial hardships, and approval of the final draft of the budget. The BOG is reviewing the final report from the Legal Technology Taskforce which focuses on recommendations on improving technology systems for lawyers. Updates were shared on public defense standards, including enhanced case load standards; and while the roll out is delayed, it is approved. Jordan mentioned the implementation of pathways to licensures - for those interested to understand more, follow up with Jordan. Jordan met with the Washington State Bar Foundation to explore support for new lawyers through pro bono work and extend student debt relief.

WSBA Updates – Chelle

WSBA Member Services and Engagement Specialist Chelle Gegax reported that the WSBA conducts a new member survey every five years, with the last one completed in 2020 – making this

year the appropriate timing for the next survey. Chelle requested support from the WYLC in drafting the survey, noting that the survey focus may center around debt relief and student loans. Chelle will send out draft for review.

Additionally, the next MentorLink Mixer is scheduled for November 5, with a focus on pro bono and public service. Since this Mixer is a partnership with the WYLC, the committee is asked that a representative attend to deliver brief remarks, and that a couple more attend as mentors to participate in breakout rooms. On motion by WYLC Member Ariel Cook, seconded by Alex, the WYLC approved partnering on the November 5 MentorLink Mixer. Chelle mentioned contacting Joyce Diaz, who is the WSBA staff liaison to the Pro Bono and Public Service Committee, and other committee chairs to seek their partnership.

Finally, there has been no updated yet from the Supreme Court regarding the bylaw amendment, which was reviewed during the September 11 en banc session.

Outgoing Member Recognition – Mason

Mason acknowledged the three outgoing WYLC Member Aaron Haynes and WYLC Member Sydney Sherman. Mason thanked Aaron and Sydney for their service and time with the WYLC.

Incoming Chair Introduction – Mason, Alex

Mason introduced Alex as the incoming Chair.

FY26 Chair Elect Discussion – All

Chelle advised that the WYLC does not follow the same process as other entities at the WSBA for chair-elect applications. The WYLC leadership teams reviews chair-elect applications and forwards their preferred selection to the BOG for approval. Two Chair-Elect applications have been received, which leadership team would need to review before sending recommendations. Paris suggests deciding as a committee to leave the application period open to allow time for the new definition to go into effect, and to allow more people to apply under the new definition. January 1st remains the target deadline in order to send recommendations to the BOG; however earlier action is fine as well. WYLC Member, Stephan Yhann, supports holding off stating it would be beneficial to have the strongest applicant pool. Ariel noted, the supreme court has en banc meetings at beginning of month, so any decision made by January 1st would likely be reviewed during the second or third week of December.

On motion by Stephan, seconded by Alex second, the WYLC approved delaying submission of names for Chair-Elect until after the bylaw decision is confirmed (10-0-0).

Alex asked Jordan to clarify timing. Jordan confirmed that ideally the nomination should be sent to the Nomination Committee by November 1st. Mason proposed setting a specific date, and Chelle suggested January 1st. Ariel recommended December to align better with the Supreme Court's schedule. Alex prefers having a firm December date, in case things get pushed back further. Chelle confirmed that the Chair-Elect position will remain vacant until we send recommendations to the BOG Nomination Committee. Setting a date of December or January is not tied to the bylaw

approval timeline, as we already have qualified applicants who cannot continue to be delayed. The proposed date provides additional time should the court approve the amendment. Mason suggested December 19, 22, or January 1. Alex noted that the leadership committee meeting is December 15, so having a review the week prior, potentially December 12, would be idea. On motion by Alex, seconded by Stephan, the WYLC moves to identify the slate of applicants by December 8th, and review that week prior to the meeting on the 15th. The Leadership Committee meeting to review Chair-Elect applications will include Alex, Mason, Chelle, Jordan, and WSBA Member Services and Engagement Program Coordinator Vanessa Sweeney.

Team Updates and Regional Reports - All

Financial Focus CLE – Chawisa

WYLC Member Chawisa Laicharoenwat reported the September 11 Financial Focus seminar was well received. Chelle noted to please reach out if anyone has ideas or would like to join the project team for either the next Financial Focus or Legal Lunchbox.

Social Media – Ariel

WYLC Member Ariel Cook shared a summary of recent social media activity, noting only minor growth due to minimal posting. The only post published was for the Financial Focus CLE.

Proposed content ideas and posts:

Committee Spotlight: To distinguish difference from New Member Spotlight, this feature will highlight WYLC members. The current schedule includes starting with Alex, then Mason, then Janta. Posts should be relatively short. While 10 questions were initially proposed, Hanna suggested still offering 10 questions, but select five to answer.

New Member Spotlight: Focus on members who are engaging with social media. Tyler O'Brien was suggested due to his strong online presence. Chelle proposed spotlighting a WYLC member in the location where the in-person WYLC meeting will be hosted. Others to feature include Past Public Service Leadership Award (PSLA) recipients. Alex will send Ariel the PSLA copy he wrote – this could serve as a timely lead-in to the November BarNews article featuring the award recipients.

Advice Column: The aim is to publish a response per week; the turnaround should be fairly quick after receiving submissions. To maintain momentum, advice should be shared promptly as people may not want to wait for responses. It is important to ensure this remains as peer-to-peer advice, rather than official WSBA positions. WYLC Member Stephan Yhann suggested branding it as “Ask a Peer” and recommended adding additional resources such as the ethics hotline, wellness program, and engagement with WSBA Practice Management Advisor Margeaux Green.

Adjournment

Mason adjourned the meeting at 1:13 p.m.

WASHINGTON STATE BAR ASSOCIATION

Washington New Members Committee Fiscal Year At-A-Glance Calendar

October 1, 2025 – September 30, 2026 (FY26)

OCTOBER 2025

	<i>Celebrate Pro Bono Month</i>		
1	FY26		
20	WNMC Meeting	12:00 p.m. – 1:00 p.m.	Virtual
24-25	BOG Meeting		Leavenworth, WA

NOVEMBER 2025

	<i>2025 PSLA Recipients featured in Bar News</i>		
6	MentorLink Mixer: Pro Bono & Public Service	4:00 p.m. – 5:30 p.m.	Virtual
14-15	BOG Meeting		WSBA Conference Center
14	WNMC/ BOG Dinner	6:00 p.m.	Seattle; TBD
15	WNMC Meeting	10:00 a.m. – 2:00 p.m.	Virtual/WSBA Conference Center – Seattle

DECEMBER 2025

15	WNMC Meeting	12:00 p.m. – 1:00 p.m.	Virtual
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JANUARY 2026

	<i>Celebrate national mentoring month</i>		
12	WNMC Meeting	12:00 p.m. – 1:00 p.m.	Virtual
16-17	BOG Meeting		Virtual/WSBA Conference Center – Seattle

FEBRUARY 2026

4-9	ABA Midyear Meeting		San Antonio, TX
22	WNMC Meeting	12:00 p.m. – 1:00 p.m.	Virtual
TBD	MentorLink Mixer	TBD	Virtual

MARCH 2026

1	<i>Budget requests from WNMC due.</i>		
6-7	BOG Meeting		Virtual/ Great Wolf Lodge – Grand Mound, WA
16	WNMC Meeting	12:00 p.m. – 1:00 p.m.	Virtual

APRIL 2026

	<i>Public Service and Leadership Award Applications Open</i>		
16 - 17	BOG Meeting		Davenport Hotel – Spokane
20	WNMC Meeting	12:00 p.m. – 1:00 p.m.	Virtual

MAY 2026

	<i>Select Public Service Leadership Award Recipients</i>		
1-2	BOG Meeting		Virtual/ Wenatchee Convention Center – Wenatchee, WA
18	WNMC Meeting	12:00 p.m. – 1:00 p.m.	Virtual
TBD	MentorLink Mixer	TBD	Virtual

JUNE 2026

TBD	WNMC Legal Lunchbox		Virtual
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Washington New Members Committee Fiscal Year At-A-Glance Calendar

October 1, 2025 – September 30, 2026 (FY26)

15	WNMC Meeting	12:00 p.m. – 1:00 p.m.	
JULY 2026			
	Review & Finalize PSLA Selections		
15	BOG Retreat		Tulalip Resort Casino - Marysville, WA
23-24	BOG Meeting		Virtual/Tulalip Resort Casino – Marysville, WA
20	WNMC Meeting	12:00 p.m. – 1:00 p.m.	Virtual
AUGUST 2026			
TBD	ABA Annual Meeting		Chicago, IL
17	WNMC Meeting	12:00 p.m. – 1:00 p.m.	Virtual
SEPTEMBER 2026			
	Identify FY27 project leads		
	Financial Focus CLE		
19	WNMC Meeting	10:00 a.m. – 2:00 p.m.	Virtual/WSBA Conference Center – Seattle
19	WNMC Year-End Social	TBD	TBD or Virtual
23 - 24	BOG Meeting		Virtual/Davenport Grand Hotel – Spokane, WA
30	FY26 Ends/Expense Reports Due		

Tentative In person Schedule –

Nov. '25: WSBA Office

Jan/Feb '26: UW Law

April/May '26: Gonzaga

Summer BOG Meeting

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.

Instructions: In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boardsⁱ), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2024 – September 30, 2025. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

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

Submission Deadline is Friday, October 17: please submit by emailing barleaders@wsba.org or requesting that your staff liaison submit the report internally.

Name of Entity:	Washington New Members Committee (formerly Washington Young Lawyers Committee)
Chair or Co-Chairs:	Mason Ji
Staff Liaison: (include name, job title, and department if known)	Chelle Gegax
Board of Governors Liaison:	Jordan Couch
Purpose of Entity: <i>May be stated in Bylaws, Charter, Court Rule, etc.</i>	
The Washington New Members Committee (WNMC, formerly the WYLC) derives its authority from the WSBA Bylaws, WSBA Board of Governors (BOG) Committees and Boards Policy, and WNMC Appointment Policy. Per the newly amended Section XII.A of the WSBA Bylaws, the WNMC's purpose is to encourage the interest and participation of (i) new and young members and law students in the activities of the Bar; and (ii) developing and conducting programs of interest and value to new and young members consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; and (iii) upholding and supporting the Guiding Principles of the Bar.	
Strategy to Fulfill Purpose:	

The WNMC took a multi-prong approach to fulfilling its purpose for FY25. First, it sought to increase its outreach and communication to the broader WSBA membership. Second, it promoted public service and leadership. Third, it reaffirmed its dedication to and expanded upon its new member education and CLE opportunities for new members. Finally, it maintained its connections with and dedication to local and national bar associations.	
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 WNMC is the bridge for new members to the bar, connecting those new members to opportunities and networks with WSBA. To achieve this purpose, the WNMC has multiple project teams—including (1) the financial focus CLE team; (2) the legal lunchbox team; (3) the mentorship project team; (4) social media and outreach team; and (4) the bylaws amendment team that each served critical functions to ensure that the WNMC reach and connect new members with the resources they need.	
2024-2025 Accomplishments:	
Presented to and obtained unanimous WSBA Board of Governors and Washington Supreme Court approval for amending the committee’s bylaws. This was a milestone for the committee, and the committee was renamed as a result of the effort.	
CLE Opportunities: the WNMC partnered with WSBA CLE to deliver a Legal Lunchbox CLE and a Financial Focus CLE, both of which were well attended.	
February and July After-Bar Exam Socials: well attended and partnered with local bar associations.	
Established a strong social media presence to get the word out about the committee’s events, committee member profiles, awards (such as the Public Service and Leadership Award), and more.	
Next Fiscal Year: 2025-2026 Top SMART Goals & Priorities: <i>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.</i> <i>SMART Goals are: Specific, Measurable, Relevant and Time-Bound</i> Use the WSBA SMART Goals Worksheet to detail the groups 2024-2025 goals. After using the worksheet to describe your goals, summarize the top three SMART Goals in 2-3 sentences below.	
1	Establish the WNMC’s pipeline with law schools. While law school representatives are invited to attend the committee’s meetings, they have been absent from the committee’s work. This is important, because mentoring law school students can allow new members to hit the ground running.
2	Amplify WNMC’s social media presence and reach broader audiences. Ensuring that the WNMC’s events are well publicized will allow even more new members to be impacted by WNMC’s events and initiatives.
3	Expand collaboration with local bar associations to increase the WNMC’s local impacts and establish greater reach. This is

	particularly important for reaching more new members in rural counties.
Looking Ahead: <i>Please share any long-term goals and/or priorities your entity seeks to address, beyond the next fiscal year.</i>	
1	Increase visibility and capture among new members.
2	Increase social media presence and impact to reach large numbers of new members statewide.
3	Maintain and ensure full committee and meeting quorum each month. This was not an issue this year (and is another committee accomplishment) but has been in past years and remains a long-term goal.
Please describe how this entity is addressing diversity, equity, and inclusion: <i>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?</i>	
The WNMC took care to select committee members that come from diverse backgrounds and practices. This year was the first year that the WNMC had a full committee in recent years, and the committee enjoyed having multiple perspectives at the table, which ensured inclusive dialogue. The committee's meetings are always structured to give all members an opportunity to share their perspectives and/or concerns during discussions.	
Please share feedback regarding the support and engagement provided by WSBA. <i>For example:</i> • <i>Quality of WSBA staff support/services, including technology solutions</i> • <i>Involvement with Board of Governors, including assigned BOG liaison</i> • <i>Ideas you have on ways WSBA can continue to strengthen/support your entity.</i>	
I always say that the WNMC cannot be what it is without the WSBA staff support. Chelle Gegax is the heart and soul of the committee, and whose work makes everything the committee does possible (including the monumental bylaws amendment this year—Chelle played an instrumental role). Vanessa Sweeney is who makes the committee tick, and played a critical role in ensuring that the committee's tasks, goals, and initiatives were completed. I cannot have asked for better support this year, and truly truly thank Chelle and Vanessa for their amazing help.	
Entity Detail & Demographics Report: <i>To Be Completed by WSBA Manager of Volunteer Engagement</i>	
Size of Entity: <i>(Include voting and non-voting members)</i>	Click or tap here to enter text.
Number of Vacancies for FY26: <i>The number of OPEN positions with terms beginning October 1, 2025 (FY26) if any.</i>	Click or tap here to enter text.

Number of Applicants for FY26: <i>Applications were submitted in the Spring-Summer of 2025 for terms beginning October 1, 2025 (FY26)</i>	Click or tap here to enter text.
Budgeted Direct Expenses: <i>As of September 30, 2025.</i>	Click or tap here to enter text.
Total FTE Support:	Click or tap here to enter text.
Indirect Expenses: <i>As of September 30, 2025.</i>	Click or tap here to enter text.

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	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	%
	No	%
	Chose Not to Respond	%

The Yes/No response for the Sexual Orientation category is data from a previous demographic question ‘Do you open identify as a sexual minority to include the following: gay, lesbian, bisexual, transgender?’ This question was on the volunteer application when some of the current members submitted their application and therefore, is still included.

¹ 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 its 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.

View results

Respondent

16

Anonymous

01:58

Time to complete

1. Member Name:

Alex Reaganson

2. Do you have any updates since the last meeting?

☒ Yes☐ No

3. If yes, please provide your update below:

Supreme Court did approve the Bylaws change, WNMC Leadership team to meet to approve nomination of Chair-Elect by Nov. 1 Deadline for BoG Nominations Committee. Additionally, PSLA article should be going out next issue.

4. If no, please provide a brief explanation as to why not:

View results

Respondent

14

Anonymous

02:38

Time to complete

1. What is your name? *

Michelle Hesse

2. Which Region are you representing? *

- ☐ Pierce County
- ☐ Southwest Region
- ☐ Northwest Region
- ☐ King County
- ☐ Peninsula Region
- ☐ South Central Region
- ☒ North Central Region
- ☐ Greater Olympia Region
- ☐ Snohomish County
- ☐ Greater Spokane Region
- ☐ Southeast Region

3. Are there any initiatives with the local young lawyers we should know about?

None

4. Any recruitment actions taken since the last meeting? Were they successful?

I encouraged 3 new law school graduates in Wenatchee to attend the post-bar mixer

5. Any feedback from constituents on WYLC activities?

None

6. What recruitment actions do you plan to take in the next two months? How will they be successful?

I want to solidify a presence with local new members - I am currently a secretary for the local bar association and hope to make an announcement at our next bar lunch regarding the WYLC.

7. Is there anything you need from the WYLC?

Not currently