

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

Washington Young Lawyers Committee Orientation | WSBA Office, Seattle

Saturday, November 9, 2019 | 10:00 a.m.

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# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

**Washington Young Lawyers Committee Meeting | WSBA Office, 1325 Fourth Ave., Ste. 600,  
Seattle Saturday, November 9, 2019 | 10:00 a.m.**

*Conference call option available: 1-866-577-9294 Passcode: 57240*

## AGENDA

|            |   |  |
|------------|---|--|
| 10:00 a.m. | Welcome/Introductions/Minutes/Plan for the Day                                  | Jordan Couch (and all)   |
|            | Open Public Meetings Act  | WSBA Office of General Counsel                                     |
|            | Continuing Introductions (why are you here? what do you hope to get from this?) | Jordan Couch (and all)   |
|            | BOG Introduction/Update   | Russell Knight, Governor At-Large representing New & Young Lawyers |
|            | Orientation Begins (through slide 15)   | Jordan Couch<br>Julianne Unite                                     |
|            | Break for lunch (provided)  |  |
|            | Orientation Continues/Structure Discussions                                     | Jordan Couch et al   |
|            | Subcommittee Chairs Presentation and Recruitment                                |  |
|            | New Ideas for next meeting? (Rapid Eval)  | Jordan Couch et al   |
|            | Adjournment   | Jordan Couch   |

*Note: Discussion and action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the committee chair.*

## 2019 - 2020 WYLC Meeting Schedule

|                    |                   |  |
|--------------------|-------------------|--|
| November 9, 2019   | Meeting: 10:00 am | WSBA Offices, Seattle                  |
| January 11, 2020   | Meeting: 10:00 am | WSBA Offices, Seattle                  |
| March 14, 2020     | Meeting: 10:00 am | Pierce County or WSBA Offices, Seattle |
| May 9, 2020        | Meeting: 10:00 am | Northwest Region                       |
| July 25, 2020      | Meeting: 10:00 am | Skamania Lodge, Stevenson              |
| September 12, 2020 | Meeting: 10:00 am | WSBA Offices, Seattle                  |

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

Washington Young Lawyers Committee | WSBA Office, Seattle, WA  
Saturday, September 14, 2019 | 10:00 a.m. – 1:12 p.m.  
Meeting Minutes

**Present/Phone:** Alixanne Pinkerton, Brian Neuharth, Catherine Holm, Chelsie Elliott, Emily Ann Albrecht, Jordan Couch, Kim Sandher, Maha Jafarey (joined at 10:41 a.m.), Zachary Davison

**Absent:** Alice Bagirova (excused), Benjamin Hodges, Brandon Holt (excused), Colin McMahon (excused), Mike Mocer, Molly Winston, Nathan Beard

**WSBA Staff:** Ana LaNasa-Selvidge, Julianne Unite

**Board of Governors (BOG):** Russell Knight (absent)

**Public:** Esther Hyun, Sho Ly

### **Introductions & Approval of the Minutes**

Kim called the meeting to order at 10:06 a.m.

On motion by Jordan and seconded by Brian, the WYLC by a unanimous vote (8-0-0) approved the July meeting minutes.

### **WSBA Updates**

**New Member Survey:** Ana reported that her team is working on developing a project plan and timeline for the new member survey. Ana reminded that some of the goals of the survey are to help better inform the creation of charter for WYLC, and identify ways to define new and young lawyer, and help WSBA guide new member programming. Emily reported that the ABA Young Lawyers Division (YLD) passed changing the YLD definition to 10 years of practice and removing the age requirement at the ABA Annual Meeting assembly last month and that it most likely will go to ABA Assembly for final approval. Emily also stated that a lot of state organizations are reviewing this same definition issue. Ana reported other groups at WSBA are also interested in helping with the survey. The survey is broader than what the WYLC is concerned with. Ana's team is working on a plan to draft the survey with other WSBA staff and stakeholders and then invite WYLC members to help provide feedback on the draft survey before dissemination. Ana further reported that the plan is to have an initial meeting in November and December and if anyone else is interested in helping, contact Ana by then.

**Bar Structures Workgroup:** Ana reported that the Bar Structures Work Group (BSWG) report (one majority and one minority report) has been published online. Ana encouraged the WYLC to read the reports and let staff know if there are questions. Ana further stated that if the WYLC wants more discussion on this, the topic can be included on next meeting's agenda. Kim asked for a summary of the report. Ana responded that the majority report recommended that the WSBA stay unified, WSBA evaluate the Keller deduction, encourage BOG to include members of public (already in bylaws), asked the Supreme Court to reexamine Governance Task Force report, and continue to have the Supreme Court boards be administered under the WSBA. Ana further explained that the minority report

recommended that bifurcation should be researched further and considered. Ana stated that both reports will go to WSBA Supreme Court. Julianne provided a brief update regarding the *Fleck* case, summarizing that the 7<sup>th</sup> Circuit Court of Appeals re-affirmed the decision of the lower courts. Catherine asked if Representative Stokesbary was planning to introduce another bill. Ana replied that the Supreme Court will try to work together with legislature on any changes, but in past years a bill calling for bifurcation has been proposed, thus it wouldn't be a surprise if another similar bill is proposed in future legislative sessions.

**FY2019 Wrap-up/FY2020 Begins:** Julianne reported that fiscal year 2019 will end September 30 and encouraged WYLC members to submit their expense reports to Julianne by the end of the month. Julianne also reported that the next meeting in November will be an orientation. Ana reported we will receive OPMA training at that meeting. Julianne then presented a new draft fiscal year 2020 WYLC meeting schedule, which proposed meeting in Bellingham in May and Skamania/Stevenson in July.

On motion by Jordan, second by Alixanne, and abstention by Brian, the WYLC by a majority vote (7-0-1) approved to host the July meeting in Skamania. Ian stated he will work on the May meeting location in Bellingham.

#### **BOG Report**

None given at this time.

#### **September BOG Meeting**

Jordan stated that he will be providing a report to the BOG on student loan debt issues, changing the definition of new young lawyers, drafting a WYLC charter, and getting more involved with law schools and law students. Alixanne reported that at the WSBA listening tour stop in Yakima this year, one of the BOG members claimed that the reason why young lawyers do not go to rural areas is because they can't pay off their student loans in those areas. Alixanne further reported that the BOG members claim is a negative portrayal of practice in rural areas. Emily reported that in response to the BOG member's comments, there are loan repayment plans based on income that help borrowers adjust payment amounts to their income. Brian said another governor talked to him about defunding LLLT program and helping non-profit attorneys to pay off their student loans. Ana said one of the things that she hopes this committee can work on is that there is a lot of misunderstanding between members practicing for a long time about what the student loan debt crisis is. There is a need for education and identifying ways that the committee can do to educate board members and membership at large.

#### **ABA Report**

Sho reported that he attended the ABA Annual Meeting and thanked the WYLC for the opportunity. One of the highlights of the meeting was a discussion about the law school debt crisis and brainstormed ideas of how to alleviate costs for law students in the future. Some ideas included 1) a paid externship opportunity, (2) law students fulfilling any remaining credit requirements to graduate to be completed online, (3) partnering with undergraduate students who after their junior year could matriculate into law school, and (4) restructuring law school curriculum itself to be tailored to specific courses based on what the students want to do.

A second highlight of the meeting was an initiative called “Men of Color Project”. This initiative would support men of color in their first few years of experience towards leadership and career advancement by helping men of color work through obstacles. An inaugural summit will be held in D.C.

The third highlight was a discussion on different scholarship opportunities, which included a legal opportunities scholarship for law students with immigrant backgrounds and the YLD scholars program to promote diversity in legal profession.

Sho concluded that an eye opening experience for him was observing the parliamentary procedures—the introduction of resolutions, presentation by a representative for support, presentation by a representative for the opposing side, and rebuttal by representative in support. One of the discussions at the ABA YLD Assembly involved the definition of young lawyer, which was heavily debated, but eventually adopted. The current definition of young lawyer was 36 years old or younger or less than five years in practice. At the Annual meeting the definition changed to 10 years of practice or less. Sho further reported that the change may have to go to the ABA larger council and then the larger assembly and won’t be implemented for a while. =

Ana asked if Sho would be willing to write a summary to share on new lawyers list serve. Sho agreed he could write something for NWSidebar blog and/or list serve.

Emily reported that the WYLC needs to make the ABA Delegate a requirement for the scholarship. Emily also suggested giving more people scholarships since recruitment for delegates has been difficult. Kim said that in the past the WYLD gave \$250 for each delegate.

### **Subcommittees Year End Report Outs**

**Bylaws and Governance:** No report given.

**Debt and New Lawyer Benefits:** Brian reported that he moderated the Financial Focus CLE in August and that the CLE went well. The CLE this year focused on how to hang a shingle and had about eight people in person and 80 online attend. Brian reported at a WYLC leadership team meeting, they talked about ongoing interest to discuss debt levels in Washington State and hope to include a question about debt in the upcoming new lawyer survey. Brian reported that the subcommittee is working on drafting an article about the WSBA Member Wellness Program (MWP) and was thinking about recruiting Kaelin Brodie to do the write up. Brian also stated that he recently found out one of his law school classmates committed suicide, so maybe Brian will write the article and work with Dan Crystal. Brian further reported that the current MWP offerings are ill-defined and wants to draft a synopsis for the next subcommittee chair to let them know status of the subcommittee’s projects. Kim reported that at a WYLC leadership team meeting, they discussed that subcommittee chairs do a write-up to pass onto the next subcommittee chairs for succession planning.

**Awards:** Emily reported that the Public Service Leadership Award article will be in the October issue of *NWLawyer*.

**Outreach:** Maha reported that Colin is rolling off the WYLC this year and he wanted to check-in about who is taking his place as subcommittee chair. Maha further reported that Colin is planning a swearing-in ceremony. Kim asked Ian and Catherine to talk about their experience arranging these types of events. Catherine responded that the Thurston County Bar Association has a YLD and always does a swearing in ceremony and gets sponsors for it. Catherine suggested talking to YLD counterparts and ask for ways to sponsor the event. Catherine added that Lewis County does not host a swearing-in ceremony nor do they have a YLD. Alixanne reported that the Yakima County Bar Association hosts a swearing in ceremony. Catherine suggested this is something WYLC members could work with local bars to host a swearing in ceremony. Julianne suggested including a question about swearing in ceremonies in new lawyer survey. Catherine suggested including questions like what type of swearing in do you prefer e.g. someone you know. Ian reported that the Whatcom County Bar Association had a swearing in ceremony up until four years ago and someone contacted him last year asking to organize a ceremony, so Ian and Esther worked together to host a ceremony. Ian further reported that the Island County Bar Association might have a swearing in ceremony. Kim asked how people found out about swearing in ceremonies. WYLC members reported that they went online, contacted local bars, or heard from someone they knew. Ana asked what other pieces are important in swearing in ceremonies e.g. networking, connecting to local community? Alixanne asked if people had jobs lined up prior to attending the ceremonies and the general answer was no. Kim suggested perhaps if present, WYLC members should help with finding jobs for new lawyers at swearing in ceremonies. Ana reported that the reason why WSBA does not host swearing in ceremonies is to support the local bars in hosting those events. Ana further suggested that the WYLC focus efforts on those areas that do not host ceremonies. Maha asked if there are any action steps. Kim replied the next action step could be to include a question in the new lawyer survey to help determine if this is an issue. Zach asked if there is an option just to sign the oath or do something online and not be sworn in because he just got reciprocity in another state and he was able to just sign an oath. Ana replied that we should research to determine if a swearing in ceremony is required.

**Access To Justice (ATJ)/Recruitment Retention Retiring (RRR):** Jordan reported this year, the subcommittee did a lot of things. They worked on identifying the landscape of Washington State to see the impact of retiring lawyers, lack of new lawyers, and impacts on the public. The main thing the subcommittee is working on is hosting the RRR summit w/ Oregon. The ABA has a fund for YLD events like these and applications opens September. The dates they are considering for the summit would be next spring in Oregon. Washington will plan and Oregon will sign off. The goals of the summit are to bring stakeholders to help recruit people to rural areas to provide ATJ to the public, make people understand there may be more opportunities in rural areas, and encourage pro bono work. Emily responded that the WYLC has been trying to do things with Oregon for years and it seems like Washington always has to take lead to get things done. Emily suggested that the WYLC make it easy for Oregon and host the summit in Portland. Ana responded that the WYLC originally planned for a spring summit but it stalled in past because Oregon was going to apply for ABA scholarship and missed the deadline so there was no funding. Another challenge is there is no clear understanding of the goal, outcome, why, who needs to come, etc. and Oregon had different goal at the time. Ana further explained that part of the goal was to bring together external stakeholders e.g. local county YLDs, ATJ

community and problem solve, but they were having a hard time recruiting other stakeholders from other states. Emily said she has really good relationships with the Multnomah YLD and suggested working with other local Oregon YLDs. Ana also said since WYLC is meeting in Skamania in July, it would be a good way to connect with Oregon. Ana suggested depending on the goals, maybe it's better working with local counties to host a networking event to attract people to come to those areas. Alixanne said most people are not going to want to move, but rather, they should focus on convincing urban attorneys to go to rural areas. Catherine asked how to get people to think about those jobs outside urban areas. Emily responded that it could depend on practice. Alixanne responded that if a lawyer is in private practice in rural counties, they would have to be jack of all trades. Jordan reported that the subcommittee has data, but the data does not show a correlation between the number of attorneys and representation. Ana suggested inviting stakeholders in rural communities to WYLC meetings when they travel out of Seattle.

**ABA:** Report previously given under ABA Reports.

#### **FY20 Subcommittee Chair Appointments**

**Bylaws and Governance Chair:** Zachary

**Awards Chair:** Emily

**Debt and New Lawyer Benefits Chair:** Brian

**RRR/ATJ Chair:** Alixanne

**Outreach:** The WYLC discussed whether outreach should be a subcommittee. Jordan stated that he thinks it does not need to be a subcommittee and the social media person could be a point of contact for outreach events. Maha suggested that the entire WYLC do outreach. Kim reported that there is no dire need for a subcommittee to meet all the time to do outreach and that the WYLC could have outreach planning discussions at WYLC meetings. On motion by Brian and seconded by Alixanne, the WYLC by unanimous vote (9-0-0) approved to sunset the Outreach subcommittee.

**ABA:** Kim suggested combining Awards and ABA into Awards subcommittee. On motion by Emily and seconded by Brian, the WYLC by a unanimous vote (9-0-0) approved to combine the ABA and Awards subcommittees into the Awards subcommittee.

Julianne requested that at the next WYLC meeting in November the subcommittee chairs come prepared with a draft schedule of the subcommittee meetings for the year.

#### **Law School Student Involvement**

Jordan reported that he hopes the WYLC can look at things to address the student loan problem. Julianne suggested bringing in the law student representatives in the discussion. Kim reported that the WYLC discussed visiting the law schools. Alixanne asked what would the WYLC talk to law students about? Emily replied that the WYLC can talk to students about WSBA. Catherine asked if there is

something WSBA does with law schools and could the WYLC work together with WSBA on that? Maha suggested extending the invitation to other student types e.g. masters students. Kim replied the WYLC could explain that the WYLC exists and what WSBA provides to get the information out there. Maha suggested working on mentorship or a more hands on project to serve as a resource for experiential training. Brian asked if that is the role for career services offices? Brian further said mentorship programs are often difficult on both sides. Alixanne asked for further clarification about what law student involvement means. The WYLC discussed information sharing and mentorship opportunities. As for next steps, the Debt and New Lawyer Benefits subcommittee will continue discussion and report back to the WYLC.

### **Public Service Project and Brainstorming Next Year**

Kim reported that she and Jordan discussed ways the WYLC could serve the public. Brian responded that the Tacoma Pierce County Bar Association encourages members to volunteer at clinics. Catherine recommended that public service did not need to be legal related e.g. volunteer at a food bank. Julianne reported that the BOG does volunteer service projects like clean up trash when they travel for meetings. Brian responded that he would prefer to do something legal related since everyone cannot be an attorney and WYLC members are uniquely trained to provide legal services. Maha suggested that since there are a lot of legal clinics that exist that are in need of volunteers, the WYLC could collaborate with existing clinics. Catherine suggested that depending on where the WYLC is meeting, the WYLC works with whatever legal clinic is in the area and help staff the clinic. Brian suggested that if that if volunteering at a clinic is not possible, the WYLC could then volunteer at a food bank or something similar. Catherine also suggested partnering with the BOG on their service projects. Kim suggested other activities e.g. hosting a wellness event like yoga. Emily suggested reaching out to local bars to get ideas. Alixanne reported that one of most popular events at the Yakima County Bar Association is ski day. Brian asked who would be in charge of these public service projects. Kim clarified that the discussion would go to the larger WYLC, then to the leadership team to discuss and identify who needs to be involved.

### **End of Year Social**

Kim requested help for the check-in table at the end of year social. Emily volunteered. Kim thanked everyone for all their work this year. WYLC members thanked Kim for her leadership.

### **Adjournment**

On motion by Catherine and seconded by Emily, the WYLC by a unanimous vote (9-0-0) approved to adjourn the meeting at 1:12 p.m.



# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY 2020)

|               |   |                 |                                  |
|---------------|---|-----------------|----------------------------------|
| OCTOBER 2019  |   |                 |                                  |
|               | Celebrate Pro Bono Week (Oct. 20 – 26)  |                 |                                  |
|               | ABA Midyear Meeting Delegate and Scholarship Applications Open                            |                 |                                  |
| 1             | FY2020 Begins   |                 |                                  |
| NOVEMBER 2019 |   |                 |                                  |
| 9             | WYLC Meeting  | 10:00 am        | WSBA Conference Rooms – Seattle  |
| 22 - 23       | BOG Meeting   |                 | WSBA Conference Center – Seattle |
| DECEMBER 2019 |   |                 |                                  |
|               | Identify and select chair-elect for FY20  |                 |                                  |
|               | ABA Affiliate Quarterly Reports due   |                 |                                  |
|               | Select ABA Midyear Delegate and Scholarship Award Recipients                              |                 |                                  |
| JANUARY 2020  |   |                 |                                  |
|               | Celebrate mentorship month  |                 |                                  |
|               | Committee application cycle opens   |                 |                                  |
|               | ABA Annual Meeting Delegate and Scholarship Applications Open                             |                 |                                  |
|               | Public Service and Leadership Award Applications Open                                     |                 |                                  |
| 11            | WYLC Meeting  | 10:00 am        | WSBA Conference Rooms – Seattle  |
| 16-17         | BOG Meeting   |                 | WSBA Conference Center – Seattle |
| 22            | MentorLink Mixer  | 12:00 – 1:30 pm | WSBA Conference Center – Seattle |
| FEBRUARY 2020 |   |                 |                                  |
|               | 2020 committee application cycle closes   |                 |                                  |
|               | Identify FY21 goals and projects for WYLC   |                 |                                  |
| 6             | Open Sections Night   | 5:00 – 7:00 pm  | WSBA Conference Center – Seattle |
| 12-17         | ABA Midyear Meeting   |                 | Austin, Texas                    |
| MARCH 2020    |   |                 |                                  |
|               | Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff |                 |                                  |
|               | Select new WYLC members   |                 |                                  |
|               | ABA Affiliate Quarterly Reports Due   |                 |                                  |
| 14            | WYLC Meeting  | 10:00 am        | TBD, WSBA or Pierce County       |
| 19-20         | BOG Meeting   |                 | Hotel RL, Olympia                |
| APRIL 2020    |   |                 |                                  |
|               | MentorLink Mixer  | TBD             | TBD                              |
| 17-18         | BOG Meeting   |                 | WSBA Conference Center – Seattle |
| MAY 2020      |   |                 |                                  |
| 9             | WYLC Meeting  | 10:00 am        | TBD, Northwest Region            |
| 9             | WYLC Social   | TBD             | TBD, Northwest Region            |
| 14-15         | BOG Meeting   |                 | Bellwether Hotel, Bellingham     |
| JUNE 2020     |   |                 |                                  |
|               | New Committee appointments are made.  |                 |                                  |
|               | Annual Committee Reports Due  |                 |                                  |
|               | Select Public Service Leadership Award Recipients   |                 |                                  |
|               | Select ABA Annual Meeting Delegate and Scholarship Award Recipients                       |                 |                                  |
|               | MentorLink Mixer  | TBD             | TBD                              |
| JULY 2020     |   |                 |                                  |
| 23            | BOG Retreat   |                 | Skamania Lodge, Stevenson        |
| 24-25         | BOG Meeting   |                 | Skamania Lodge, Stevenson        |
| 24            | WYLC dinner with the BOG  |                 |                                  |
| 25            | WYLC Meeting  | 10:00 am        | Skamania Lodge, Stevenson        |
| 29 – Aug. 4   | ABA Annual Meeting  |                 | Chicago, IL                      |
| AUGUST 2020   |   |                 |                                  |
| 1-4           | ABA Annual Meeting  |                 | Chicago, IL                      |
| 5             | Financial Focus CLE   | TBD             | WSBA Conference Rooms – Seattle  |

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY 2020)

|                |                                     |          |                                  |
|----------------|-------------------------------------|----------|----------------------------------|
| 28-29          | BOG Meeting                         |          | Davenport, Spokane               |
| SEPTEMBER 2020 |                                     |          |                                  |
|                | Identify FY2021 Subcommittee Chairs |          |                                  |
| 12             | WYLC Meeting                        | 10:00 am | WSBA – Seattle                   |
| 12             | WYLC Social                         | TBD      | TBD, Seattle                     |
| 17-18          | BOG Meeting                         |          | WSBA Conference Center – Seattle |
| 30             | FY2020 Ends                         |          |                                  |

## WSBA COMMITTEE/BOARD ANNUAL REPORT FY 19: October 2018 – September 2019

|  |  |
|--|--|
| <b>Washington Young Lawyers Committee</b><br><br>Chair: Kim Sandher<br><br>Staff Liaison: Julianne Unite, Ana LaNasa-Selvidge<br><br>BOG Liaison: Russell Knight   | Size of Committee: 18<br><br>Direct expenses: <i>to come</i><br><br>Indirect expenses: <i>to come</i><br><br>Number of FY20 Applicants: 13 |
| <b>Background &amp; Purpose:</b><br>The Washington Young Lawyers Committee (WYLC) derives its authority from the WSBA Bylaws, WSBA Board of Governors (BOG) Committees and Boards Policy, and WYLC Appointment Policy.<br><br>Per Section XII.A of the WSBA Bylaws, the WYLC's purpose is to encourage the interest and participation of: <ol style="list-style-type: none"><li>1) new and young lawyers and law students in the activities of the WSBA;</li><li>2) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; and upholding and supporting the Guiding Principles of the WSBA.</li></ol>  |  |
| <b>Strategy to Fulfill Purpose:</b><br><br>This year's focus on fulfilling the WYLC's purpose involves seven key areas: <ol style="list-style-type: none"><li>1. Outreach and communication;</li><li>2. Debt;</li><li>3. Public Service and Leadership;</li><li>4. Rural Placement Pilot Project;</li><li>5. Northwest Regional Summit;</li><li>6. ABA YLD Representation; and</li><li>7. PREP</li></ol><br>The accomplishments and FY19 goals outlined in this document reflect how the work of the WYLC addresses these priorities and fulfills the purpose of the WYLC. These priorities are focused on the four key areas identified in the November 2014 new lawyer survey and July 25, 2015 Generative Discussion of the BOG with the WYLC for key issues facing new and young lawyers: Employment, Debt, Community, and Leadership. |  |

Each member of the WYLC is required to join a subcommittee focused on the above focus areas and are tasked with recruiting members outside the WYLC to help accomplish the goals of each.

### **2018-2019 Accomplishments and Work in Progress:**

#### **Outreach and Communication**

1. The WYLC's goal this year was to connect new/young lawyers with WSBA programs, services and activities (for example, the Job Seeking Assistance Program). We updated the WSBA website to better reflect what the WYLC does and restructured the quarterly contact emails in an effort to make them easier to read.
2. The WYLC has had networking events after our in person meetings and has encouraged all WYLC members to check in on social media, post pictures, and liked and shared these posts. We have also been using our Facebook page, which we now have access to, for this purpose. The last meeting in Snohomish County partnered with the local tribal court and bar association and regional representatives to be more inclusive of those outside the Seattle area. We will be doing something similar in Richland, WA this July.
3. Attended WSBA events hosted around the state, including Open Sections Night, WSBA Diversity Community Networking Events, and MentorLink Mixers.
4. The WYLC is currently still working on finding the best way to get new admittees information about these events. One thing we are working on doing is getting in touch with law schools in Spring and possibly at graduation so law students are aware of the resources available to them once they pass the bar.
5. Explored opportunities to connect with county young lawyer divisions and other new and young lawyer communities, and identified opportunities to develop local CLEs that would benefit new and young lawyers.
6. Will be working on sponsoring an event at the end of the bar year to highlight and celebrate award recipients, scholarship recipients, and young lawyer liaisons. This may be in collaboration with local bar associations.

#### **Debt**

1. WYLC continues to advocate and promote the financial planning resources WSBA currently provides.
2. The WYLC is partnering with the New Member Education team to develop another Financial Planning CLE to be delivered this August. This seminar will be free to anyone within their first five years of practice and will focus on assisting new and young lawyers to manage their student loan debt.

#### **Public Service and Leadership**

1. Public Service and Leadership Award—to expose new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWL* *Lawyer*

highlighting the impact of the each lawyer's work in the community. Applications have closed and selections will take place later on in June.

#### Rural Placement Pilot Project

1. This project is in the development phase, but it has been put on hold for this fiscal year because the uncertainty of WSBA's future structure is currently unknown. If it is eventually launched, WYLC will work with staff to connect regional representatives with fellows, help identify counties to participate in the pilot, and provide support for the program.

#### Northwest Regional Summit

1. WYLC is working on co-hosting a summit in partnership with the Oregon New Lawyers Division. The focus is on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals in rural communities.
2. The WYLC plans to apply for an ABA Regional Summit Subgrant for this.

#### ABA YLD Representation

1. The WYLC worked this year with the ABA YLD District Representative (DR) to select delegates for the ABA YLD Assembly at the ABA midyear and annual meetings to create a stronger connection between the ABA YLD and WYLC so that information is reported back to our meetings.
2. We put a process in place for selecting delegates who are going to be voting on behalf of the WA state young/new lawyers.
3. The WYLC is also administering subsidy scholarships to new and young lawyers who attend ABA meetings as delegates. The WYLC has opened the scholarship and will select two scholarship recipients. Recipients will write a NWSidebar blog post highlighting what they learned from attending the ABA meeting, report back to the WYLC, and provide content to be shared in the WYLC Quarterly Contact emails.

#### Preadmission Education Program (PREP)

1. WYLC is working with staff to support the preadmission education program and working with local and minority bar association to host live PREP Programs.

#### **2019-2020 Goals:**

1. ABA YLD Representation—The WYLC will continue to provide the ABA YLD Meeting Scholarships for new and young lawyers attending ABA meetings as delegates. Scholarship recipients will share resources with the nearly 7,000 new and young lawyers in Washington by: (1) writing a NWSidebar blog post highlighting what they learned that is of benefit to new and young lawyers in Washington State, and (2) providing content to the WYLC to be shared in the WYLC Quarterly Contact emails. The WYLC will also work closely with the ABA YLD District Representative and scholarship recipients to identify additional ABA opportunities of value to new and young lawyers.

2. Public Service and Leadership Award—to connect new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWLawyer* highlighting the impact of the new lawyer’s work in the community.
3. Summit—the WYLC will co-host the Northwest Regional Summit in partnership with the Oregon New Lawyers Division in 2020. The WYLC will focus on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals and access to justice in rural communities.
4. Outreach and Communication—it is vital to connect new and young lawyers with WSBA programs, services, and activities. To accomplish this, the WYLC plans to:
  - a. Work on a stronger social media presence by liking, posting, and sharing relevant content and WSBA posts with their new and young lawyer social networks.
  - b. Focus on developing in-person outreach/communications/events/mixers in partnership with WYLC regional representatives and local bar association young lawyer divisions.
  - c. Determine the best way of distributing a calendar of new lawyer regional events for the year to new admittees.
5. Preadmission Education Program (PREP)—work with WSBA staff to support PREP and work with local and minority bar associations to host live PREP programs.
6. Rural Placement Pilot Project—depending on the Bar Structures Workgroup and the Courts decision, the WYLC will work with staff to connect WYLC regional representatives to fellows, help identify counties to participate in pilot, and provide additional support for this pilot program.
7. Investigate opportunities to help new and young lawyers with debt relief and financial planning. Begin implementation of at least one program and present it to the ABA YLD.

**Please report how this committee/board is addressing diversity:**

- 1) *Are you using any of the tools provided by WSBA and if so, how? 2) Have you sought out training or consultation from the Inclusion and Equity Specialist? 3) How have you elicited input from a variety of perspectives in your decision-making? 4) What have you done to promote a culture of inclusion within the board or committee? 5) What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? 6) Other?*
1. The WYLC received training from the WSBA Inclusion and Equity Specialist in February 2019. Also at that training, WSBA staff presented the results from the Race Equity Impact Analysis Tool and WYLC demographic trends over the years.
2. Dana Barnett facilitated discussion about working with the MBA’s at our December meeting.
3. We have made a lot of progress in selecting new committee members next year that is diverse in gender, location, background, nationality.

**Please report how this committee/board is addressing professionalism:**

*1) Does the committee/board's work promote respect and civility within the legal community? 2) Does it seek to improve relationships between and among lawyers, judges, staff and clients? 3) Does it raise awareness about the causes and/or consequences of unprofessional behavior? 4) Other?*

1. The WYLC regularly invites speakers to educate WYLC members and guests on various topics so that members have the information they need.
2. The WYLC seeks to build and maintain relationships between all new and young lawyers and the legal community. The WYLC hosts outreach events across the state to build relationships with new and young lawyers. Additionally WYLC members attend WSBA events on behalf of their districts and the new and young lawyer community to build relationships with other members of the legal profession.
3. The WYLC is on-boarded to understand WSBA communication norms, values, and conflict resolution expectations. Over the course of the year, the WYLC has continued to discuss the value of following the communication norms and consequences of failing to do so. A major theme this year has been on increasing communication between members of the community as a whole. We've focused on social media and closer interaction with the BOG.

**Please report how this committee/board is integrating new and young lawyers into its work:**

*1) How have you brought new and young lawyers into your decision making process? 2) Has the committee/board supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities? 3) Other?*

1. The WYLC is entirely made up of new and young lawyers.
2. Yes, the WYLC focuses entirely on these topic areas.

**Please report how this committee/board is addressing the needs of the public:**

*1) How is the public impacted by your work? 2) Has the committee/board sought input from the public, and/or communicated its work to the public? 3) Other?*

1. Public has interest in having competent representation. As new and young lawyers come in, this committee helps those lawyers navigate through difficult issues.
2. We have a subcommittee dedicated to access to justice.
3. We have been using our Facebook page to interact with the public and make young lawyers more accessible to young lawyers.
4. Committee continues to explore ways to include community involvement either by attending meetings or inviting them to come to events.
5. WYLC encourages all new and young lawyers to participate in public service.

**FY19 Demographics:**

- Gender (Female: Male: Not Listed): 8:9:0 (1 did not answer)

- Number of members self-identified with a racial/ethnic under-represented group: 3 (2 did not answer)
- Number of members self-identified as having a disability: 0 (0 did not answer)
- Number of members self-identified as LGBT: 0 (1 did not answer)



# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee 2019-2020 Committee Roster

|  |   |
|--|---|
| <b>Jordan Lee Couch, Chair</b><br><a href="mailto:jordan@palacelaw.com">jordan@palacelaw.com</a>   Bar # 49684<br>Palace Law Offices<br>4009 Bridgeport Way W, Ste. B<br>University Place, WA 98466   253.267.8816<br>Current Term: 10/1/2019-9/30/2020<br>Full Term: 10/1/2017 – 9/30/2021                        | <b>Brian Neuharth, Chair-elect</b><br><a href="mailto:brian@tacomaprobono.org">brian@tacomaprobono.org</a>   Bar # 50263<br>Tacoma Pro Bono<br>621 Tacoma Ave S, Ste. 303<br>Tacoma, WA 98402   253.572.5134 ext. 117<br>Current Term: 10/1/2019-9/30/2020<br>Term: 10/1/2018 – 9/30/2022   |
| <b>Kim Sandher, Immediate Past Chair</b><br><a href="mailto:ksandher@pivotallawgroup.com">ksandher@pivotallawgroup.com</a>   Bar # 42630<br>Pivotal Law Group<br>1200 5 <sup>th</sup> Ave., Ste. 1217<br>Seattle, WA 98101   206.340.2008<br>Current Term: 10/1/2019-9/30/2020<br>Full Term: 10/1/2015 – 9/30/2020 | <b>Laura King, At-large</b><br><a href="mailto:laura@adhoc.associates">laura@adhoc.associates</a>   Bar # 48165<br>1037 NE 6 <sup>th</sup> St.<br>Seattle, WA 98115   206.395.5182<br>Term: 10/1/2019 – 9/30/2022   |
| <b>Paula Kurtz-Kreshel, King County Region</b><br><a href="mailto:Paulina.j.kurtz@gmail.com">Paulina.j.kurtz@gmail.com</a>   Bar # 54158<br>3904 W. Sheridan St.<br>Seattle, WA 98199   206.719.2978<br>Term: 10/1/2019 – 9/30/2022  | <b>Esther Hyun, Snohomish County Region</b><br><a href="mailto:esther@carmichaelclark.com">esther@carmichaelclark.com</a>   Bar # 55271<br>Carmichael Clark, P.S.<br>1700 D. St.<br>Bellingham, WA 98225   360.647.1500<br>Term: 10/1/2019 – 9/30/2022  |
| <b>Brandon Holt, Southeast Region</b><br><a href="mailto:bh@purcellfamilylaw.com">bh@purcellfamilylaw.com</a>   Bar # 53433<br>7301 W. Deschutes Ave. Ste. E<br>Kennewick, WA 99336<br>Current Term: 10/1/2019 – 9/30/2022<br>Full term: 7/5/2019 – 9/30/2022  | <b>Chelsie Elliott, Southwest Region</b><br><a href="mailto:celliott@navigatelawgroup.com">celliott@navigatelawgroup.com</a>   Bar # 49865<br>Navigate Law Group<br>101 E 8th St, Ste. 260<br>Vancouver, WA 98660   360.216.1098 ext. 1002<br>Current Term: 10/1/2019 – 9/30/2022<br>Full Term: 10/1/2016 – 9/30/2022                 |
| <b>Emily Ann Albrecht, At-large</b><br><a href="mailto:emilyalbrechtattorney@gmail.com">emilyalbrechtattorney@gmail.com</a>   Bar # 47299<br>1411 E Alder St Unit B<br>Seattle, WA 98122   206.617.7249<br>Term: 10/1/2017 – 9/30/2020   | <b>Molly M. Winston, Greater Spokane Region</b><br><a href="mailto:molly.m.winston@gmail.com">molly.m.winston@gmail.com</a><br><a href="mailto:molly_winston@fd.org">molly_winston@fd.org</a>   Bar # 50416<br>Winston & Cashatt<br>601 W Riverside Ave, Ste. 1900<br>Spokane, WA 99201   509.838.6131<br>Term: 10/1/2017 – 9/30/2020 |
| <b>VACANT, North Central Region</b><br><b>(formerly Andrew Van Winkle r. 2-7-19)</b><br>Term: 10/1/2017 – 9/30/2020  | <b>Ian McCurdy, Northwest Region</b><br><a href="mailto:imccurdy@adelstein.com">imccurdy@adelstein.com</a>   Bar # 45524<br>Adelstein, Sharpe & Serka LLP<br>400 N Commercial St<br>Bellingham, WA 98225   360.671.6565<br>Term: 11/21/2017 – 9/30/2020   |

|   |  |
|---|--|
| <b>Brian Holden, Pierce County Region</b><br><a href="mailto:brianh@mocerilaw.com">brianh@mocerilaw.com</a>   Bar # 52780<br>The Mocerilaw Group, PLLC<br>1310 N I St. Ste. B<br>Tacoma, WA 98403   888-510-1961<br>Term: 10/1/2019 – 9/30/2022   | <b>Maha Jafarey, At-large</b><br><a href="mailto:mahajafarey@hotmail.com">mahajafarey@hotmail.com</a>   Bar # 50639<br>10650 NE 9 <sup>th</sup> Pl, Unit 2027<br>Bellevue, WA 98004-5077   425.471.9923<br>Term: 10/1/2018 – 9/30/2021   |
| <b>Catherine Holm, Greater Olympia Region</b><br><a href="mailto:catherine@wa-food-ind.org">catherine@wa-food-ind.org</a> <a href="mailto:catholm@live.com">catholm@live.com</a>  <br>Bar # 52560<br>1415 Harrison Ave NW, Ste. 101<br>Olympia, WA 98502   360.753.5177 ext. 104<br>Term: 10/1/2018-9/30/2021 | <b>Zachary Davison, King County Region</b><br><a href="mailto:ZDavison@perkinscoie.com">ZDavison@perkinscoie.com</a>   Bar # 47873<br>700 Stewart St, Ste. 15229<br>Seattle, WA 98101   360.303.6012<br>Current Term: 10/1/2018 – 9/30/2021<br>Full Term: 10/1/2017-9/30/2021                    |
| <b>Benjamin Hodges, Peninsula Region</b><br><a href="mailto:Ben.hodges@foster.com">Ben.hodges@foster.com</a>   Bar # 49301<br>Foster Pepper PLLC<br>1111 3 <sup>rd</sup> Ave, Ste. 3000<br>Seattle, WA 98101   206.447.6282<br>Term: 10/1/2018 – 9/30/2021  | <b>Alixanne Pinkerton, South Central Region</b><br><a href="mailto:Alixanne.Pinkerton@co.yakima.wa.us">Alixanne.Pinkerton@co.yakima.wa.us</a>   Bar #<br>52884<br>Yakima Prosecuting Attorney's Office<br>128 N. Second Street<br>Yakima, WA 98901   509.574.1229<br>Term: 10/1/2018 – 9/30/2021 |
| <b>Anthony Sterling, Alternate</b><br>Bar # 53424   | <b>Scott Ugelstad, Alternate</b><br>Bar # 52521  |
| <b>Kaelin Brodie, Alternate</b><br>Bar # 54493  |  |

|  |  |
|--|--|
| <b>Russell Knight, BOG Liaison</b><br><a href="mailto:rknightbog@gmail.com">rknightbog@gmail.com</a>   Bar # 40614<br>Smith Alling PS<br>1501 Dock St<br>Tacoma, WA 98402-3209   253.627.1091<br>Term: 10/1/2018 – 9/30/2019 | <b>Julianne Unite, Staff Liaison</b><br><a href="mailto:julianneu@wsba.org">julianneu@wsba.org</a><br>Washington State Bar Association<br>Advancement Department<br>1325 4 <sup>th</sup> Ave, Ste. 600<br>Seattle, WA 98101   206.727.8258 |
| <b>WA Young Lawyers Committee List Serve</b>   | <a href="mailto:wylcommittee@list.wsba.org">wylcommittee@list.wsba.org</a>   |
| <b>WSBA New &amp; Young Lawyers List Serve</b>   | <a href="mailto:newlawyers@list.wsba.org">newlawyers@list.wsba.org</a>   |

## 2019 – 2020 WYLC Meeting Schedule

|           |                    |                       |
|-----------|--------------------|-----------------------|
| November  | Meeting: 10:00 a.m | WSBA Offices, Seattle |
| January   | Meeting: 10:00 a.m | WSBA Offices, Seattle |
| March     | Meeting: 10:00 a.m | WSBA Offices, Seattle |
| May       | Meeting: 10:00 a.m | TBD                   |
| July      | Meeting: 10:00 a.m | TBD                   |
| September | Meeting: 10:00 a.m | WSBA Offices, Seattle |

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

#### **DUE: 1 week prior to committee meeting**

*Please submit report electronically to the  
WYLC Chair Jordan Couch ([jordan@palacelaw.com](mailto:jordan@palacelaw.com)) and  
Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).*

#### *WYLC Focus Areas:*

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:**

**Region Represented:**

**1. Top three recent ways you helped accomplish WYLC's focus areas:**

- 1.
- 2.
- 3.

**2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

- 1.
- 2.
- 3.

**3. Any additional items to report or future agenda items:**

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### Subcommittee Chair Roles and Responsibilities

Volunteer leaders are vital to the efficient and effective work produced by the Washington Young Lawyers Committee. Your contributions of time and expertise to subcommittee membership are one of our most important and valued resources.

**WYLC Focus Areas:** *The Washington Young Lawyers Committee 1) supports new/young lawyers as they transition into practice; 2) connects new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and 3) serves as a resource for new/young lawyers through outreach and leadership.*

### Subcommittee Chair Expectations

We expect subcommittee chairs to be familiar with:

- WSBA's mission, goals, and strategic priorities,
- WSBA's current committee policies,
- WYLC's annual report, and
- understanding the wealth of programs and products that are offered by WSBA to serve our new/young lawyer members.

### What are you responsible for?

Subcommittee chairs are responsible for:

- scheduling subcommittee meetings,
- developing subcommittee meeting agendas,
- following Open Public Meetings Act requirements, including providing WSBA staff with subcommittee meeting agendas and materials at least 3 business days prior to the scheduled meeting,
- preparing items for subcommittee,
- taking subcommittee meeting minutes,
- conducting effective and efficient meetings,
- delegating responsibilities,
- handling administrative responsibilities,
- present subcommittee reports at the WYLC meetings, and
- actively participating in the work of the subcommittee by volunteering to take assignments.

If you are scheduling a meeting, please make sure to include your staff liaison so that the conference call line is appropriately requested and scheduled.

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### 2019 – 2020 Liaisons and Subcommittees

Meetings listed below are telephone conference calls led by the respective subcommittee chair. Participants will be members of the subcommittee, relevant WSBA staff, and other relevant participant(s).

## LIAISONS

|   |                 |  |
|---|-----------------|--|
| <b>BOG Meeting Attendance</b><br>Ensure WYLC member attendance at every BOG meeting |                 |  |
| TBD   | Chair or Member |  |

|  |                                       |  |
|--|---------------------------------------|--|
| <b>ABA District Representative/Meeting Attendance</b><br>Ensure attendance at ABA Meetings. Duties include: <ul style="list-style-type: none"><li>• NW Sidebar article submitted within 30 days of the ABA meeting;</li><li>• Report back on the ABA meeting at next WYLC meeting;</li><li>• Provide ABA YLD resources and content to be shared in WYLC Quarterly Contacts;</li><li>• Keep ABA apprised of work of WYLC;</li><li>• Notify WYLC of any programs, awards, initiatives, etc. WYLC may want to participate in</li><li>• Work with ABA YLD Credentials Board to provide delegates</li></ul> |                                       |  |
| Emily Ann Albrecht   | ABA District Representative 2018-2020 |  |

## SUBCOMMITTEES

### AWARDS

|  |  |  |
|--|--|--|
| <b>Awards Subcommittee</b> <ul style="list-style-type: none"><li>• Administer ABA YLD Meeting Scholarship (\$2,500 total) for midyear and annual meetings by drafting the scholarship application and setting deadlines.</li><li>• Administer notifying, recruiting, selecting young/new lawyers to serve as delegates to midyear and annual assembly to represent the young/new lawyer voice of Washington.</li><li>• Notify, recruit, and select new and young lawyers for the ABA scholarships/delegate positions.</li><li>• Coordinate with ABA Liaison.</li><li>• Administer the Public Service &amp; Leadership Award (PSLA) by drafting application and setting deadlines.</li><li>• Assist in marketing the PLSA and select four new or young lawyer recipients.</li><li>• Write NWSidebar blog post and/or NWLawyer article about PLSA awardees.</li><li>• In conjunction with the Leadership Team and staff, coordinate awards for outgoing WYLC members.</li><li>• Work closely with staff to accomplish goals.</li></ul> |  |  |
|--|--|--|

|                    |        |  |
|--------------------|--------|--|
| Emily Ann Albrecht | Chair  |  |
|                    | Member |  |
|                    | Member |  |

Timeline and Goals: (could schedule to meet monthly as awards/programs are ongoing throughout the year)

- October:
  - Update ABA Scholarship/Delegate application.
- November 2019:
  - ABA Scholarship for Midyear meeting kickoff.
  - Recruit for applications for scholarships/delegates.
  - Send out emails, use social media, word of mouth, etc.
- December:
  - Deadline for ABA scholarship mid-December.
  - Select scholarship recipients/delegates (5) by end of month.
  - Update PSLA application.
- January:
  - Notify ABA scholarship recipients/delegates.
  - PSLA Award kickoff.
  - Promote PSLA award opportunity.
- March:
  - ABA Scholarship for Annual meeting kickoff
  - Recruit for applications for scholarships/delegates.
  - Send out emails, use social media, word of mouth, etc.
- May:
  - Deadline for PSLA award early May.
  - Select PSLA award recipients by end of May.
- June:
  - Deadline for ABA scholarship early June.
  - Select ABA scholarship recipients/delegates (5) by mid-June.
- July:
  - Deadline to write blog posts and/or articles about PSLA.
- August:
  - Coordinate awards for outgoing WYLC members with leadership and staff.

Meeting Dates and Times:

- 

## BYLAWS

|  |        |  |
|--|--------|--|
| <b>Bylaws and Governance Subcommittee</b>  |        |  |
| This subcommittee will be doing work preparing proposed Bylaw changes affecting the young lawyer definition as well as the young lawyer BOG position. The subcommittee plans on interfacing more closely with the BOG and the state Supreme Court and analyzing how pending litigation and the <i>Janus</i> decision affect WSBA governance. |        |  |
| Zachary Davison  | Chair  |  |
|  | Member |  |
|  | Member |  |
| Timeline and Goals:  |        |  |

Meeting Dates and Times:

- TBD

*DEBT*

**Debt and New Lawyer Benefits Subcommittee**

- Work with WSBA's Practice Management Discount Guides Review Team.
- Develop financial planning CLE with WSBA CLE team – this involves recruiting speakers, researching, and picking a topic relevant to young lawyers.
- Work with WSBA staff to support Preadmission Education Program (PREP).
- Propose, develop, and outline debt solutions and/or new lawyer benefits for young and new lawyers.
- Reach out to and engage with new and young lawyers to ascertain relevant issues for the subcommittee.

|                |        |                                    |
|----------------|--------|------------------------------------|
| Brian Neuharth | Chair  | WSBA Staff                         |
|                | Member | Devorah Signer Hill – Seminar Lead |
|                | Member | Destinee Evers – PMA Adviser       |

Timeline and Goals: (may meet more frequently May-August due to Financial Focus CLE)

- August:
  - Financial Focus CLE

Meeting Dates and Times:

- TBD

*EMPLOYMENT*

**Rural Recruitment and Retention Subcommittee**

Educate the Bar, Law Schools and Membership on the rural retention challenge and the opportunities to successfully build a rural practice.

- Explore co-hosting the “Northwest Regional Summit” in partnership with the Oregon New Lawyers Division in 2019.
- Explore developing an RFP for the Access to Justice Conference workshop that will focus on the changing landscape of membership practicing in rural communities and address concerns of legal professionals in rural communities.
- Work with staff on the “Rural Placement Pilot Project” to connect WYLC regional representatives to fellows.
- Help identify counties and other potential participants such as law schools, local bar associations, etc. to participate in pilot, and provide additional support for this pilot program.

|                    |        |  |
|--------------------|--------|--|
| Alixanne Pinkerton | Chair  |  |
|                    | Member |  |
|                    | Member |  |

Timeline and Goals: (do we know any deadlines for the summit with OR?)

Meeting Dates and Times:

- TBD

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Subcommittee Report

#### **DUE: 2 weeks prior to committee meeting**

*Please submit report electronically to the WYLC Chair Jordan Couch  
([jordan@palacelaw.com](mailto:jordan@palacelaw.com)) and Staff Liaison Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).*

#### WYLC Focus Areas:

- support new/young lawyers as they transition to practice;
- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through membership outreach and leadership.

**Subcommittee Topic:**

**Subcommittee Chair:**

**Members:**

**1. Top three recent ways you helped accomplish the subcommittee's goal:**

- 1.
- 2.
- 3.

**2. Any action item or feedback you are requesting from the full Committee:**

- 1.
- 2.
- 3.

**3. Any additional items to report or future agenda items:**



# Budget Overview & Process

The Budget and Audit Committee of the WSBA Board of Governors is responsible for developing the annual WSBA budget. The WSBA budget is a policy document and management tool that allocates funds to fulfill our regulatory responsibilities to protect the public, and to help members succeed in the practice of law.

## About the Budget

- The WSBA's fiscal year is Oct. 1–Sept. 30.
- The Budget and Audit Committee of the Board of Governors oversees the budgeting and financial matters of the Bar.
- The Bar's Chief Operations Officer is responsible for the Bar's financial operations.
- WSBA oversees an annual operating budget of \$20.3 million dollars.
- The budgeting processes begin as early as February by WSBA staff in preparation for the following fiscal year.
- The WSBA budget uses department codes, cost centers, and line items to identify and organize programming of the Bar.

## About the WYLC Budget

- WYLC expenses are captured as line items in the Member Services and Engagement cost center. Below are the three line items that correspond to the work of the WYLC.

| G/L Account # | Expense Name         | FY19         | Actual YE* | FY20        |
|---------------|----------------------|--------------|------------|-------------|
| 55266         | WYLC Outreach Events | \$ 2,500.00  | \$ 26.42   | \$ 2,500.00 |
| 58525         | WYLC ABA Scholarship | \$ 2,500.00  | \$ 835.90  | \$ 2,500.00 |
| 55270         | WYL Committee        | \$ 15,000.00 | \$ 794.52  | \$15,000.00 |
|               | <b>Totals</b>        | \$20,000.00  | \$1,656.84 | \$20,000.00 |

\*As of February 28, 2019.

- Line item 55270 allocates meeting costs, which currently includes two out of Seattle meetings. This cost went down to by 38% since the meeting time on Saturdays moved to start later in the morning. This has helped save on hotel costs. This also includes travel for the ABA District Rep/WYLC Regional Rep to attend ABA YLD Midyear and Annual meetings.
- Line item 58525 allocates the ABA Scholarship Awards.
- Line item 55266 allocates funding for outreach events and the rural summit. Last fiscal year the committee organized two outreach events.

## Timeline

WSBA Staff will prepare the Member Services and Engagement Cost Center in late March. Staff's role/goal is to ensure the committee has adequate funds to carry out its work in furtherance of the

WSBA mission. The committee must provide clear goals and explanation of what it needs to accomplish these goals.

Any budget change requests to the existing WYLC line items (increase, decrease or shift in how funds will be used) must be made to Ana LaNasa-Selvidge by March 22, 2019. This request must include the following information:

|  |  |
|--|--|
| 1. What is the change/request?   |  |
| 2. What is the amount?<br>○ Does this include an overall increase, or are you moving funds from another line item? |  |
| 3. <a href="#">How does this fit in the WSBA strategic priorities?</a>   |  |
| 4. Outcomes or Return on Investment  |  |

| Expenses                   |                                | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total | *Projected Total |
|----------------------------|--------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|------------------|
| Outreach Events<br>#55266  | Monthly totals:                | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0   | \$2,500          |
|                            | Events                         |     |     |     |     |     |     |     |     |     |     |     |     | \$0   | \$2,500          |
|                            |                                |     |     |     |     |     |     |     |     |     |     |     |     |       |                  |
|                            |                                |     |     |     |     |     |     |     |     |     |     |     |     |       |                  |
| ABA Scholarships<br>#58525 | Monthly totals:                | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0   | \$2,500          |
|                            | Scholarships                   |     |     |     |     |     |     |     |     |     |     |     |     | \$0   | \$2,500          |
|                            |                                |     |     |     |     |     |     |     |     |     |     |     |     |       |                  |
|                            |                                |     |     |     |     |     |     |     |     |     |     |     |     |       |                  |
| WYL Committee<br>#55270    | Monthly totals:                | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0   | \$15,000         |
|                            | Meetings                       |     |     |     |     |     |     |     |     |     |     |     |     | \$0   | \$12,000         |
|                            | ABA Rep. Dedicated<br>Position |     |     |     |     |     |     |     |     |     |     |     |     | \$0   | \$3,000          |
|                            |                                |     |     |     |     |     |     |     |     |     |     |     |     |       |                  |
|                            |                                |     |     |     |     |     |     |     |     |     |     |     |     |       |                  |

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### Washington Young Lawyers Committee 2019-2020

#### The State of the New Lawyer Profession:

- 1) Student loan debt is a *growing* problem.
- 2) New lawyers are highly service driven toward access to justice but are *structurally* blocked both financially and culturally.
- 3) With the improvement in the job market we see a *decline* in bar engagement. Outside of job opportunities new lawyers do not see the bar investing in them.
- 4) The new lawyer job market has stabilized in a decent place but is *unprepared* for a recession.

#### Our Focal Points for the Year:

- 1) **Student loan debt**, how is it impacting new lawyers, what solutions can we dream about, and what steps are achievable?
- 3) Reversing the national trend toward declining engagement and leadership in the legal profession by **investing tangibly in new lawyers**.
- 4) Encouraging/fostering the passion of new lawyers interested in innovation, technology, and alternative approaches to the practice of law including **building valuable partnerships** with other industries.
- 5) Identifying and educating new lawyers about the opportunities available to them in **rural communities** hit hardest by the access to justice gap.
- 2) Involving **law students** to ensure that we are looking forward toward what the next group of new lawyers will need.
- 6) Reexamining and updating our **bylaws and charter** with a goal toward being more inclusive and more effective.

August 26, 2019

SOCIAL MEDIA STRATEGIST

# Deep Dive: Instagram

By Jordan L. Couch

Share this:



Sixty percent of Instagram users (about 600 million people) seek out and discover new products on Instagram. It's the fastest-growing social media platform, and it now boasts having more than 35 percent of the adult online population as users. For lawyers, these numbers mean one thing: Instagram marketing is no longer an interesting idea, it's an invaluable necessity. So how does Instagram work?

A banner advertisement for Western Alliance Bank. On the left is the bank's logo, which includes the letters 'WA' and the text 'Western Alliance Bank' and 'Member FDIC'. To the right of the logo, the text reads 'Supporting all phases of the settlement process from ESCROW through DISTRIBUTION.' Further right is a photograph of three people in business attire (two men and one woman) in a professional setting. On the far right is a blue button with the white text 'LEARN MORE'.



Instagram is no longer an interesting idea; it's a valuable necessity for your practice.

## The Basics

Instagram as a platform is visually driven. Users can post photos or videos either in a permanent feed (posts) or as a temporary “story.” Users can also send messages to each other and comment on posts. Because Instagram is so visually driven, many of the typical social media marketing tactics won’t work. For instance, links don’t work. If you want to promote a new article, you can’t simply post a link and a short blurb about it. Why not? First, because you need a graphic, and second, because Instagram posts web addresses as plain text, not as a link. So how do you use Instagram to market your firm and deepen your brand?

## Define Your Brand

Deepening your brand begins with defining it. Go deep. Good branding is not just “a dedicated advocate who will fight for your rights.” Good branding includes your personality. The law firm bio of my colleague Shreya Ley (@shreyley) begins with a perfect example: “Shreya will challenge you to a dance-off to settle disputes and describes herself as a ‘third culture kid.’” It’s not about her work as an attorney, it’s about who she is. This is the sort of branding that sets you apart from all the other attorneys in your city, and because Instagram is so visually driven, it’s really easy to show. At my firm (@PalaceLaw) we handle plaintiff’s workers’ compensation and personal injury claims, so our branding is as a blue-collar, fun, and tough firm. To match it, our Instagram is filled with office celebrations, construction memes, community work, fishing photos, and metal concerts.

## Posts vs. Stories

Once you’ve defined your brand, it’s time to think about how you want to put things on Instagram. This is where the distinction between posts and stories becomes important. Statistics show Instagram user time is increasingly spent watching stories rather than scrolling through posts. However, posts are definitely not going away, so the best Instagram marketing will make use of both.

Posts are great for short videos, photos, or word graphics that you want to be permanently accessible to viewers. Do you have an article you want to share? Post a graphic of the article with a link in the comment. Just don’t forget to use a shortened link (like bit.ly) so users can easily copy it. Or maybe you just want to honor the new attorney in the office with a nice photo of her on her first day. My own Instagram (@jordanlcouch) tends to include snapshots of my day-to-day adventures

(well, at least the exciting parts) so that clients who look me up can get a sense of who I am before they hire me. Posts also let you include hashtags to help people find you (more on that below).

Stories are good for just that, telling stories. Want to engage your followers by showing them a day in your life? Or polling them about a burning question you have? Or maybe you just want to share some daily advice for people going through a divorce (probably works best if you're a family law attorney, but you do you). Because stories disappear, they are a good way to engage followers regularly but a terrible way to let new potential followers see who you are.

The lines between when to use a post and a story aren't always clear. But that's a good thing—it lets you, the attorney marketer, play around and find what works for you. Instagram has even introduced a feature where you can make some of your stories permanent and categorize them into types of stories. Perhaps my favorite example of that is a local brewery's Instagram full of dogs at the brewery with story categories based on type of dog (@pupsofoptimism). The important thing is to observe others, then test things out, and find what works for you. If you want to see an example of someone who does a great job of distinguishing her posts from her stories, check out Nicole Abboud's account (@nicoleabboud).

## Firm vs. Personal

Now we get more advanced. For those who really want to get the most out of Instagram, it's worth considering having two or three accounts. The most common example would be having a firm account and a personal account. As mentioned before, we have an office account (@PalaceLaw) and I have my own personal account (@jordanlcouch). Both are used for marketing and branding, but in different ways. The Palace Law account is all about the firm and our practice areas. There you might find office celebrations, holiday hour notices, and tips for living with chronic back pain. My personal account is all about helping people get to know me (and providing periodic updates to the extended family). There you'll find me doing the things I love to do or spending time with friends. You'll also see a lot of my professional activity, speaking at bar associations or heading into court. That is not to say that the Palace Law account and my personal account never cross paths (this article will undoubtedly be featured on both when it's published), just that they have distinct purposes that are visible in the content.

Accounts don't have to be limited to just a firm and a personal feed. Perhaps my favorite example of dual accounts comes from Freed Marcroft (@freedmarcroft). They have a great firm account offering valuable information for clients and insight into the people who work there. They also have a separate account for one of their "employees," an adorable King Charles spaniel named

Daphne (@thatlawyerdog). Daphne's Instagram shows her up and about around the office, meeting with clients, going on firm retreats, or just sneaking in a quick lunch-hour nap. It's silly, it's fun, and I'd be willing to bet that Daphne's Instagram account has drawn just as many clients as the firm's account has.

## Build Followers

The three keys to building followers on Instagram are consistency, engagement, and hashtags. Consistency is relatively self-explanatory. If you post regularly, people will see you more often and Instagram's algorithm will do more to boost your posts. As with any social media, followers like to know what to expect. If you want people to return to your page, give them a time line. Whether it's a post a day or a post every two weeks, there is a degree to which consistency matters more than frequency. As a goal, I would suggest at least one post a week.

Engagement is a bit tougher on Instagram. Unlike Twitter or Facebook, it's rare to see conversations played out in an Instagram feed. While stories can be used to ask questions of followers, Instagram engagement is more about drawing people in to your content. Human stories are the best for this. If followers wanted to see a beautiful sunset, Google has trillions. But seeing a nice photo of you in the sunset is something Google doesn't have. Alexandria Ocasio-Cortez (@ocasio2018) helped define a generation of politicians in part by using Instagram to let people see into her life. People followed her posts and watched her stories not to see what Congress is like but to see what her life in Congress is like. If you want to build loyal followers, give your followers a human story to take interest in.

Hashtags are an easy way to expand the reach of your Instagram posts. If someone doesn't already know you, it's unlikely that they will look you up and follow you. But if you use a hashtag that lots of people follow, your post will show up in their feed, and if someone likes it, they may decide to follow you. I would suggest adding five to 15 hashtags to the end of every post on Instagram either as a separate comment or at the end of a comment (preferably with some space between the comment and the hashtags). What those hashtags should be will depend on the market you are trying to reach. Take a look around and see what other people are doing in your market. Once you have identified the best hashtags, save yourself some time by putting them all down in one place so with each new post you can just copy and paste instead of having to retype all 15.

## Conclusion



I know that Instagram isn't for everyone, and many readers may have seen the title of this column and moved right along. But as Instagram's market share continues to grow, so does the value of giving it the old college try. If you simply follow the advice in the first and last sections of this article, you'll be off to a great start. If you want to take it further, play around with my other tips and follow the accounts I mentioned (especially mine and the ones involving dogs) and see what they do. The easiest way to learn is to follow.

**ENTITY:****SOLO, SMALL FIRM AND GENERAL PRACTICE DIVISION****TOPIC:****PRACTICE MANAGEMENT**

## Authors

**Jordan L. Couch**

Jordan L. Couch is a plaintiffs' attorney and legal futurist at Palace Law in University Place, Washington, where his practice focuses on workers' compensation and personal injury litigation. As Palace Law's Cultural Ambassador and a member of the firm's creative innovations team, he is always seeking new ways to advance and improve his own practice and the legal profession as a whole. Jordan also works with local, state, and national bar associations to help others build a more modern clientcentric law firm. Follow him on Twitter and other social media: [@jordanlcouch](#).

# Hello, World: The Case for Social Media

By Jordan L. Couch

Share this:



Japanese poet Matsuo Basho once wrote “Do not seek to follow in the footsteps of the wise; seek what they sought.” I’ve been thinking a lot about that as I prepare to take over for the phenomenal work Cynthia Sharp has done with this column. Filling her shoes would be a task best left to Icarus. What I can do and hope to do over the coming years is continue the work she began: offering cutting-edge tips on how lawyers can effectively leverage social media and embolden more lawyers to join in on the fun. I’ll start with the latter.



## | The Case for Social Media

For those who may not know, Hello, World is the name given to a popular type of computer program. Rumored to be one of the first computer programs ever, a Hello, World is often used today as a simple introduction to a coding language or as a test of a new software. This article is

my Hello, World, a simple introduction to why all of you should be using social media and a test of how I can lend my new voice to a well-established column.

So, how do I go about convincing lawyers to build a large and ever-expanding presence on social media? Is it numbers? On a monthly basis more than 3 billion people use social media—about 42 percent of the global population. More than 68 percent of adults in the United States are on Facebook, with more than 74 percent of users accessing it on a daily basis. Instagram is currently the fastest-growing social media platform, boasting more than a billion active users. And more than 30 percent of those users have bought a product or service they discovered on Instagram. While these stats are impressive, I suspect that these alone won't be enough to convince any of you. The problem is twofold: (1) Social media marketing is not popular enough in the legal industry yet for there to be good data on legal-specific client conversion rates; and (2) lawyers are not data-driven people, we're storytellers. Thankfully, the latter is a problem I can solve. Below are eight stories collected from people all across the legal industry—stories of how social media has tangibly improved their careers and brought them business. Notably, all but two of the contributors are friends I made on Twitter. One of them I have yet to meet in person.

## Client Acquirers

**John Hardie, Sound Injury Law.** My social media activity helps people remember what I do and gives them a way to connect. I've had a number of friends reach out on Facebook to tell me that their cousin/friend/co-worker had an injury and would be in contact because they need help. Not only are the referrals great, but the forewarning allows me to look for the contact and perhaps even do a little research. When Facebook friends even reach out on Messenger, I can easily give them my phone number and direct them to my website for follow-up.

**Steve Pyle, Palace Law.** Our marketing director posted about an award I won on the firm's Facebook page. One of my clients was so excited he decided to write a poem about me in the comments. "I made a call to Palace Law/ And got my lawyer on the ball/ Steven Pyle took on my case/ And shook his head in complete disgrace/ He has not let up and continues the fight/ I am really hopeful to see the light/ One day I hope to be out of pain/ And take Steven for a ride on my train!" His post led to more poems from other clients on our Facebook page all about how much they liked working with me. I can't say for sure that anyone hired me because of that Facebook post, but it certainly didn't hurt, and it was a great reminder of why I love my work.

**Karima Gulick, Gulick Law.** I try to keep my intellectual property content online light and funny. Some of my favorite clients came from social media. These were people I knew already who wouldn't otherwise have known what I do. Using Facebook to share what I do with my family, friends, and network has been a powerful tool to remind people of what I do.

**Gyi Tsakalakis, AttorneySync.** Over the last ten years, 90 percent of our clients have come from relationships we've built online. I can remember a specific phone call from 2010 from a lawyer who I consider a great friend. He communicated that he'd been reading/following/stalking me online for two years before he was convinced that we should probably explore a professional relationship. To this day, the overwhelming majority of business we earn at AttorneySync comes from relationships that we created, nurtured, or solidified online.

I am still regularly astonished by how many of our clients' fees come by way of engagement from social networking, and specifically, Facebook Messenger. In fact, I know many lawyers who switched to social networking as their primary way of staying top-of-mind and earning meaningful attention from potential clients. I've also seen a lot of success with highly targeted LinkedIn paid advertising, particularly using promoting content (both posts and videos) to referral sources.

## Career Boosters

**Dan Lear, Right Brain Law.** Twitter has had a huge impact on my blog readership and been incredibly valuable in connecting me with a network of like-minded people—a community—that I previously had no idea existed. Let's start with the blog. I started my blog in May 2011, and I joined Twitter almost two years later in February 2013. Comparing the first 20 months of my blog traffic before Twitter with only the first four months of traffic after Twitter, traffic to the blog increased more than sevenfold. Twitter also connected me to a network of people throughout the country and all over the world who were having discussions, sharing content, and attending events related to the topic of my blog. This network proved very valuable when I was interviewing for my former job at Avvo. My future colleagues at Avvo saw that I already knew a lot of the people that they knew and many who they wanted to know. It was a key reason that they hired me.

**Irene Mo, Bay Area attorney.** This morning [11/8/18], I was asked to appear on tomorrow's recording of *This Week in Law* because of my tweets and LinkedIn posts on privacy and emerging technologies. The original guest had to back out, and a mutual connection to the show thought of

me. Social media has been a great way for me to brand myself and to give people a sense of who I am, even without knowing them in person.

**Shreya Ley, LayRoots.** Because of my podcast—which we promote using social media—I became a member of a Facebook group with a bunch of lady lawyers who podcast from around the country. Simply because I am a part of that group, I was introduced to someone running a workshop conference around the topic of legal innovation. That introduction turned into a great speaking gig!

## My Own Story

Sometimes I feel like my entire career has been built through social media. I got my current job through a series of Twitter connections. I've been nominated for awards by attorneys who knew me only through Instagram. I've been invited to speak at conferences because of my strong LinkedIn presence. And, of course, I wouldn't be writing this column had it not been for my previous article on [Twitter for Lawyers](#). So, I'm here now to tell you it works. Give it a try.

If this test works and these stories have inspired in you some desire to expand your use of social media in your business, then I have great news. There is more to come. Over the coming years I hope to keep this column on the cutting edge of social media, covering everything from social media in the courts to deep dives into effective marketing on up-and-coming platforms. It is also my hope to engage with you, the readers, and generate articles based on your questions and suggestions. I'm honored to be given the opportunity to share my thoughts, and I hope to consistently offer value in return. Hello, *GPSolo*.

## Authors



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### TOPIC:

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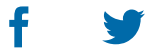
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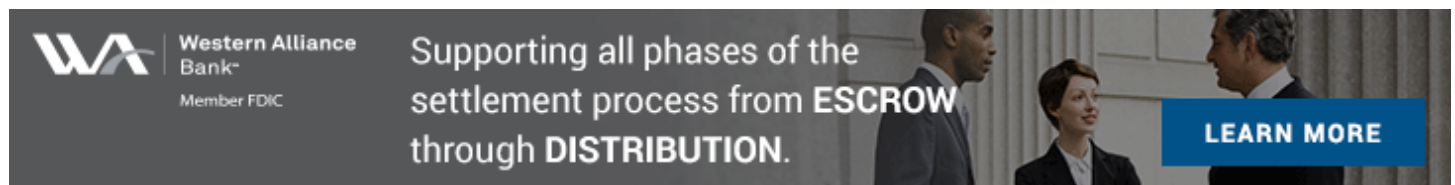
# Twitter for Lawyers

Jordan L. Couch

Share this:



Throughout the past 15 years, social media has grown from a toy for teens into a driving force in economics, politics, and justice, and the legal profession has not been exempt. There are many reasons for this change, but the leading ones are the simplicity of obtaining legal services online and the personal connection social media allows clients to feel with their attorneys. As a general rule, clients do not hire based on the prestige of a law firm but on the personal connection they feel with an individual attorney.



This is excellent news for lawyers who are willing to adapt the way they work and especially for young lawyers who were raised in the social media culture. A strong social media presence is free, easy to manage, and can help you improve and expand your practice both through learning from other legal professionals and reaching out to new clients.

Especially for tech-comfortable lawyers, Twitter is an ideal platform to promote your practice, draw in clients, and learn valuable skills. The 280-character limit mandates good writing skills and drastically reduces the time needed to maintain a strong presence. The open communication allows any lawyer to engage with leaders in the legal community comfortably and easily. And the modernity of Twitter gives young lawyers a rare advantage over their older counterparts: Although many older attorneys have adopted social media, we were born in it. For those lawyers looking to thrive in the legal Twittersphere, here are a few tips.

## Watch and Learn

There are a million great legal blogs and publications. And while it's important for lawyers to invest in learning, the sheer volume of reading material can be overwhelming. Twitter can help you

reduce that volume by allowing you to vet material through curators you trust.

Are you a Lawyerist ([@lawyerist](#)) fan or an Above the Law ([@atlblog](#)) devotee? Perhaps you're a religious reader of SCOTUSblog ([@SCOTUSblog](#)) or Popehat ([@Popehat](#))? Don't just follow the blogs, follow their great contributors such as John E. Grant ([@JEGrant3](#)), Mary Juetten ([@maryjuetten](#)), Elie Mystal ([@ElieNYC](#)), and Jeena Cho ([@Jeena\\_Cho](#)). Let them tell you about the best new content from their own blogs and around the web.

## Engage and Be Engaging

In the excitement over self-promotion, many attorneys forget the "social" part of social media. Don't do that. There is a growing and highly engaging #legal community on Twitter. (If you don't believe me, take three seconds to search #LegalTwitter). Reach out to people, ask questions, post valuable content, and engage people in their responses. Not surprisingly, lawyers like to talk on Twitter just as much as they like to talk in person.

Have a difficult question about legal writing? Ask Bryan A. Garner ([@BryanAGarner](#)). Bored? Challenge The Florida Bar ([@theflabar](#)) and Seattle U Law School ([@seattleulaw](#)) to a GIF war. (This actually happened after I wrote a shorter article about Twitter. It was hilarious.) Or perhaps you're curious about some new legal tech? Send out an opinion poll or ask legal #innovators such as Alix Devendra ([@alixdevandra](#)), Damien Riehl ([@damienriehl](#)), and Nicole Bradick ([@NicoleBradick](#)) for their thoughts.

## Be Yourself

Treat social media the way you would treat in-person communications. People don't want to talk to or hire the guy who only talks about law. They want to hire and engage with someone they feel they can relate to. So, post a comic you find funny, a photo of your family, or your latest 5K record. Above all, be a human.

Some notable humans: Joshua Lenon ([@JoshuaLenon](#)) is the lawyer-in-residence at Clio ([@goclio](#)) and a food enthusiast; his Twitter often features his latest #peasantking cooking experiments. Justice Don Willett ([@JusticeWillett](#)) is a Texas Supreme Court judge who uses Twitter to make taco-related rulings and talk about his children. And, of course, we can't forget legends such as entrepreneur and millennial voice Nicole Abboud ([@nicoleabboud](#)), certified #lawyerhuman Shreya Ley ([@layyourroots](#)) and her partner/husband Colin Ley ([@lawyerhuman](#)), legal guru/gadfly Dan Lear ([@rightbrainlaw](#)), or Minneapolis's most outgoing and fun attorney for nonprofits, Jess Birken ([@JessBirken](#)).



## Don't Advertise

It bears repeating: Do not advertise. Nothing will poison your social media presence worse than blatant and obvious advertising. This is not to say that you cannot promote yourself. Twitter is a great platform to promote yourself, but there is a fine line you must walk. Promotion is about demonstrating your value; advertising is suggesting that people hire you.

You'll know the bad examples when you see them, but Aastha Madaan ([@MadaanLaw](https://twitter.com/MadaanLaw)) is a perfect example of the good. On her Twitter page you'll see her having fun and engaging with others, but also articles she has written, profiles that have been done about her work, and information that potential clients might find useful. What you won't see is her begging those potential clients to contact her with their legal problems. Perhaps the simplest way to think about it is this: If your Twitter posts look at all like a billboard ad, you're doing something wrong.

## Be Consistent

As with any social media activity, you need to be consistent and dependable with your Twitter presence. Otherwise, followers will lose interest and people who reach out to you will get inconsistent results. It does not have to be a daily activity or even a weekly activity, so long as your followers can count on new content on a regular basis. That said, I would suggest posting something at least once a week. But don't worry—being consistent in your posts doesn't need to be hard. There are numerous programs such as Hootsuite ([hootsuite.com](https://hootsuite.com)) that can help you schedule posts to go out at a specific date and time.

And consistent activity doesn't necessarily mean that you are regularly putting thought into unique posts. Sometimes, simple but consistent posts are better. When I started out on Twitter, I decided to post a legal joke every Friday as a way of making sure I was active. With that, #FridayLegalHumor was born. Now years later the hashtag has been picked up by other Twitter users, including multiple bar associations, and old tweets of mine still occasionally receive new attention. At other times I have tweeted out interesting information from legal books I was reading. It was easy, it was regular, and it was valuable information for my followers.

## Separate Your Roles

Before you begin building a social media presence, it is important to think about and clearly define two things: your goals and your target audience. As you go about this process, you'll likely find that your law firm's goals and audience are different from your personal goals and audience as a member of the legal profession. So why not create separate accounts for each? With all the tools



available to manage social media, it doesn't need to take any extra time, and your efforts toward those identified goals will likely be easier.

Not sure what I mean? Use Greg McLawsen ([@mclawsen](#)) as an example. His personal account is often irreverent and always engaging for lawyers, but, outside of his food photos and travel stories, immigrants (his clientele) likely won't find much value. So, Greg has a separate account for his firm, Sound Immigration ([@WebImmigration](#)). That account is full of important updates in immigration law and resources potential clients can use to help themselves.

We do the same thing in my office with a little more overlap. The firm's owner, Patrick Palace ([@PalaceLaw](#)), and I ([@jordanlcouch](#)) focus on engaging with other lawyers. The Palace Law firm account ([@PalaceLawOffice](#)) is more about posting resources for those facing serious injuries. Where the accounts overlap is in promotional material. When the firm is telling potential clients about our latest victory, Patrick and I are probably celebrating the same from our personal accounts. Separating your roles doesn't mean keeping them miles apart. Well-managed accounts fit together like puzzle pieces.

## Find Where You Fit In

Or "find your tribe" as Lawyerist's Sam Glover ([@samglover](#)) and Aaron Street ([@AaronStreet](#)) would say. There is no shortage of people on Twitter, and odds are, no matter what sort of lawyer you are or what niche practice you have, there is a group of people already on Twitter who share your interests. Find them, follow them, and engage with them. You can type words into Twitter's search bar to find people who are talking about subjects you like.

Some communities are more active than others. #AppellateTwitter is quite possibly the largest and most active #LegalTwitter group. With wonderful participants such as Georgia Court of Appeals Chief Judge Stephen Dillard ([@JudgeDillard](#)), appellate attorneys Jason P. Steed ([@5thCircAppeals](#)) and Raffi Melkonian ([@RMFifthCircuit](#)), and Professor Rachel Gurvich ([@RachelGurvich](#)), the community has taken off. These days you can even buy #AppellateTwitter mugs.

For legal futurists, there is also a large #LegalTech community, with members including Nicole Black ([@nikiblack](#)), Tom Martin ([@lawdroid](#)), and Sara Kubik ([@SaraKubik](#)). Even a lot of organizations get involved, such as Avvo ([@AvvoLawyers](#)) and Clio ([@goclio](#)).

## Conclusion

In the modern legal marketplace there is no good reason not to be on Twitter. It's free, it's easy, and it offers value in a variety of different ways. If what I've said above hasn't convinced you yet, then let me offer a couple more concrete examples of how Twitter can add value to your legal career.

I can honestly say that had it not been for Twitter, I wouldn't have found my current job. I followed Evolve Law ([@EvolveLawNow](#)) on Twitter after I heard a webinar featuring one of its founders, Mary Juetten ([@maryjuetten](#)). That's how I found out about an event being hosted in Seattle. It was at this event that I met my current boss, Patrick Palace ([@PalaceLaw](#)), and discovered we had shared interests.

I can also say that had it not been for Twitter, I would not be writing this article (or any article) for *GPSolo*. My path to becoming one of the GPSolo Division's Young Lawyer Fellows began and was carried along by the wonderful attorneys I made friends with on Twitter (my #tweeps). Twitter helped me learn new things, build a strong network, and establish a presence in the national legal community. Best of all, none of it cost me a dime. So, take five minutes today and get started. Reach out to one of the people in this article or try one of the suggestions above, and use the hashtag #LegalTwitter to join the new legal community.

Authors



# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### **WYLC Representative Report**

#### **DUE: 1 week prior to committee meeting**

*Please submit report electronically to the  
WYLC Chair Jordan Couch ([jordan@palacelaw.com](mailto:jordan@palacelaw.com)) and  
Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).*

#### *WYLC Focus Areas:*

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Alixanne Pinkerton

**Region Represented:** South Central

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Attended Swearing in Reception for new attorneys.
2. Meet with two new Yakima County Attorney.
3. Attended Yakima County Bar Association Monthly Luncheon/CLE.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. Possible clinic with Yakima County Volunteer Attorney Services.

#### **3. Any additional items to report or future agenda items:**

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**Member:** Brandon Holt

**Region Represented:** Southeast District which incorporates Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla, and Whitman Counties.

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Attended a local young lawyers group meeting wherein I connected with two new and young lawyers.
2. Interfaced with a new and young lawyer in the area, and connected them with local employment opportunities and to some pools of information related to her WSBA benefits.
3. Attended a local young lawyer social event wherein I met with two law students and discussed issues they were facing when considering post-graduation employment and life plans.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. Local bar meetings on November 5<sup>th</sup> (family law bar) and November 19<sup>th</sup> (Benton-Franklin bar meeting and lunch CLE).

2. 16<sup>th</sup> Annual Youth and Justice Forum on November 1<sup>st</sup>. I'm volunteering for the day and encouraging other lawyers to as well.

3.

3. **Any additional items to report or future agenda items:**

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- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Brian Holden

**Region Represented:** Pierce County

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Had new attorneys shadow me at the family law pro bono clinic I volunteer at everything Thursday morning.
2. Reached out to young attorneys I know to make them aware of my new position within the WYLC and ask if there is anything I could do to help.
3. Trained/advised new and young lawyers about transitioning into the practice of family law and what to expect.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. N/A
2. N/A
3. N/A

#### **3. Any additional items to report or future agenda items:**

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

#### **DUE: 1 week prior to committee meeting**

*Please submit report electronically to the  
WYLC Chair Jordan Couch ([jordan@palacelaw.com](mailto:jordan@palacelaw.com)) and  
Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).*

#### *WYLC Focus Areas:*

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Brian Neuharth

**Region Represented:** Chair-Elect

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Began reviewing numbers for "pro-loan-o" concept, as previously discussed by the BOG. Objective is to illustrate the programs financial costs and develop qualifying criteria.
2. Met Patricia Sully, JD, Director of Legal Pathways at UW Tacoma, a state funded program to help interested students pursue legal careers.
3. Met with Dan Crystal at WSBA offices to discuss the Wellness Program.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. N/A

#### **3. Any additional items to report or future agenda items:**

Looking for a new topic for next year's Financial Focus Series. Topic should be selected early 2020.

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## Washington Young Lawyers Committee

### WYLC Representative Report

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- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Catherine Holm

**Region Represented:** Greater Olympia Region

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

- 1.WYLC Sponsorship of Thurston County Bar Swearing In
2. Attending the swearing in ceremony & networking event after
3. Connecting Young Lawyers to resources at the Thurston County Bar Association.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

- 1.Thurston County Bar Association Holiday Lunch
- 2.
- 3.

#### **3. Any additional items to report or future agenda items:**

None!



# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

#### **DUE: 1 week prior to committee meeting**

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Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).*

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- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Chelsie Elliott

**Region Represented:** Southwest

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Discussion and outreach with new attorneys in the area at Young Lawyer Section and CCBA events.
2. Networking coffee/lunch with new attorneys.
3. Discussion and outreach with new attorneys in the area at CCVLP sessions.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. Inns of Court; November 20, 2019, 5:00 pm; Heathen Brewing, 1109 Washington Street, Vancouver, WA
2. Lawyer Talk; December 19, 2019, 5:00 pm; Downtown Vancouver Public Library
3. Family Law Legal Clinic; December 3, 2019; 5:30 pm; Clark County Superior Courthouse

#### **3. Any additional items to report or future agenda items:**

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

**DUE: 1 week prior to committee meeting**

Please submit report electronically to the  
WYLC Chair Jordan Couch ([jordan@palacelaw.com](mailto:jordan@palacelaw.com)) and  
Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).

#### WYLC Focus Areas:

- support new/young lawyers as they transition to practice;
- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through outreach and leadership.

Member: Emily Ann Albrecht

Region Represented: At-Large / ABA YLD District Representative

#### 1. Top three recent ways you helped accomplish WYLC's focus areas:

1. I attended the ABA YLD Fall Conference on October 3-5, 2019 in New Orleans as District Representative for WA and OR;
2. I authored an article on non-traditional law practice for ABA Student Lawyer publication; and
3. I authored an article on bar exam failure for ABA YLD TYL.

#### 2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. ABA Midyear meeting will take place February 12-17, 2020 in Austin, TX;
2. We are in need of WA delegates to YLD Assembly at Midyear; and
3. I am always looking for people to write articles for publication in ABA YLD's TYL magazine, for which I am an associate editor.

#### 3. Any additional items to report or future agenda items:

Not at this time. 😊

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

#### **DUE: 1 week prior to committee meeting**

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WYLC Chair Jordan Couch ([jordan@palacelaw.com](mailto:jordan@palacelaw.com)) and  
Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).*

#### *WYLC Focus Areas:*

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Esther Hyun

**Region Represented:** Snohomish

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Sent quarterly email to Snohomish young lawyers.
2. Corresponded with past Snohomish WYLC representative.
3. Contacted Snohomish County Bar Association young lawyers group to find out about future young lawyer events.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. Snohomish County Young Lawyers happy hour on the second Thursday of every month at 5:30 pm. Next one is on Nov. 14 at Bean and Vine in Everett. Future locations TBD.

2.

3.

#### **3. Any additional items to report or future agenda items:**

None.

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

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WYLC Chair Jordan Couch ([jordan@palacelaw.com](mailto:jordan@palacelaw.com)) and  
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#### *WYLC Focus Areas:*

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- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Ian McCurdy

**Region Represented:** NW Region (Skagit, Island, Whatcom, San Juan)

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Held/organized a new lawyer swearing in ceremony in Bellingham on Sept 27.
2. Hosted joint Washington Women Lawyers-Whatcom Young Lawyers HH.
3. Lunch with graduate of APR 6 program

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

1. Working with Law Advocates (legal aid) to develop program/event to engage newer layers.
2. Attending Law and Justice Event in Mt. Vernon on Nov. 13 w/ other young lawyers and Skagit Young Lawyers group.
- 3.

#### **3. Any additional items to report or future agenda items:**

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

#### **DUE: 1 week prior to committee meeting**

*Please submit report electronically to the  
WYLC Chair Kim Sandher ([ksandher@pivotallawgroup.com](mailto:ksandher@pivotallawgroup.com)) and  
Julianne Unite ([julianneu@wsba.org](mailto:julianneu@wsba.org)).*

#### *WYLC Focus Areas:*

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Maha Jafarey

**Region Represented:** None.

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

1. Had a discussion with attorney's interested in Mentorship Opportunities.
2. Met with Seattle University representative. We briefly discussed how to get law students more involved with WYLC. We have to schedule a follow-up meeting.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

#### **3. Any additional items to report or future agenda items:**

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

### WYLC Representative Report

#### **DUE: 1 week prior to committee meeting**

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WYLC Chair Jordan Couch ([jordan@palacelaw.com](mailto:jordan@palacelaw.com)) and  
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- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

**Member:** Paula Kurtz-Kreshel

**Region Represented:** King County

As I am both a new attorney and new WYLC committee member and this will be my first meeting, I don't have anything to contribute to this report at this time.

#### **1. Top three recent ways you helped accomplish WYLC's focus areas:**

- 1.
- 2.
- 3.

#### **2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:**

- 1.
- 2.
- 3.

**3. Any additional items to report or future agenda items:**



# **WASHINGTON YOUNG LAWYERS COMMITTEE ORIENTATION 2019-2020**



# AGENDA

- Welcome and Introductions
- Open Public Meetings
- BOG Introduction
- Orientation





# WELCOME & INTRODUCTIONS

*JORDAN COUCH, WYLC CHAIR*



# OPEN PUBLIC MEETINGS ACT

***LISA AMATANGEL***  
**ASSOCIATE DIRECTOR LITIGATION AND OPERATIONS**  
**OFFICE OF GENERAL COUNSEL**

## OPEN PUBLIC MEETINGS ACT (OPMA)

- Board of Governors training on OPMA:  
<http://link.videoplatform.limelight.com/media/?channelListId=34d9718a114a453fa4067f9dad13df94&width=960&height=360&playerForm=WidescreenTabbedPlayer>



# AN INTRODUCTION TO THE WASHINGTON STATE BAR ASSOCIATION

*JORDAN COUCH, WYLC CHAIR*  
*JULIANNE UNITE, WYLC STAFF LIAISON*

# WHAT IS THE WASHINGTON STATE BAR ASSOCIATION (WSBA)?

- A part of the judicial branch and authorized by the Washington Supreme Court
- Governed by [WSBA Bylaws](#) (last amended May 2018)
- Serves two roles:
  1. Regulatory agency
    - Administers bar admission process
    - Record-keeping and licensing
    - Administers the professional discipline system
  2. Professional Association
    - Provides CLE's for attorneys
    - Provides educational and member-services and opportunities
- Work of the Bar is accomplished by the Board of Governors (BOG), Officers, and Bar staff
  - BOG may delegate work to committees, sections, or other bar entities

## WSBA ESSENTIALS AND RESOURCES

- General Rule 12
  - [Regulatory Objectives](#)
  - [Purposes, Authorized Activities, Prohibited Activities](#)
  - [Administration of Supreme Court-Appointed Boards and Committees](#)
- [WSBA Values](#) (Jan. 2016)
- [WSBA Diversity and Inclusion Plan](#)
- [WSBA Functional Organizational Chart](#) (Oct. 2019)
- [WSBA Entities Chart](#) (Oct. 2019)
- [Bar Records](#)



## WSBA MISSION

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

## WSBA GUIDING PRINCIPLES

The WSBA will operate a well-managed association that supports its members and advances and promotes:

- **Access to the justice system.**  
*Focus: Provide training and leverage community partnerships in order to enhance a culture of service for lawyers to give back to their communities, with a particular focus on services to underserved low and moderate income people.*
- **Diversity, equality, and cultural understanding throughout the legal community.**  
*Focus: Work to understand the lay of the land of our legal community and provide tools to members and employers in order to enhance the retention of minority lawyers in our community.*
- **The public's understanding of the rule of law and its confidence in the legal system.**  
*Focus: Educate youth and adult audiences about the importance of the three branches of government and how they work together.*
- **A fair and impartial judiciary.**
- **The ethics, civility, professionalism, and competence of the Bar.**

## MISSION FOCUS AREAS

### Ensuring Competent and Qualified Legal Professionals

- Cradle to Grave
- Regulation and Assistance

### Promoting the Role of Legal Professionals in Society

- Service
- Professionalism

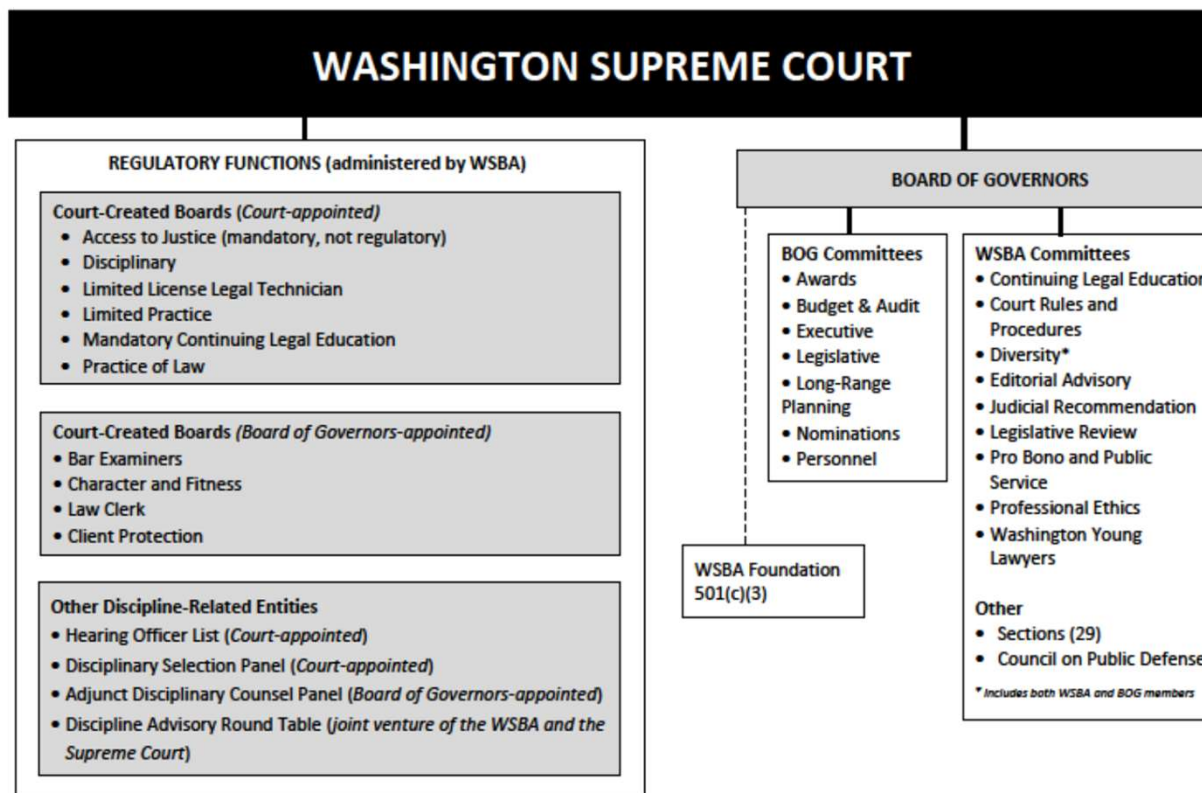
## PROGRAM CRITERIA

- Does the Program further either or both of WSBA's mission-focus areas?
- Does WSBA have the competency to operate the Program?
- As the mandatory bar, how is WSBA uniquely positioned to successfully operate the Program?
- Is statewide leadership required in order to achieve the mission of the Program?
- Does the Program's design optimize the expenditure of WSBA resources devoted to the Program, including the balance between volunteer and staff involvement, the number of people served, the cost per person, etc?

## 2016 – 2018 STRATEGIC GOALS

- Equip members with skills for the changing profession
- Promote equitable conditions for members from historically marginalized or underrepresented backgrounds to enter, stay and thrive in the profession
- Explore and pursue regulatory innovation and advocate to enhance the public's access to legal services





**WASHINGTON STATE**  
BAR ASSOCIATION

#### Entity Chart

WSBA operates under the delegated authority of the Washington Supreme Court to license the state's nearly 40,000 legal professionals

10-23-19

**WASHINGTON STATE**  
BAR ASSOCIATION

## THE WASHINGTON STATE BAR ASSOCIATION IS...

**33,656** Active WSBA Members (Lawyers, LLLTs, LPOs)

*40,503 total members*



**827**

Members of standing  
committees, councils,  
boards, panels, task  
forces, & section leaders

**15,816**

Section  
memberships

**6,803**

New & Young  
Lawyers

*As of October 2019*

**WASHINGTON STATE**  
BAR ASSOCIATION

## BOARD OF GOVERNORS (BOG)

The Board of Governors is the WSBA's governing body directed by the Washington Supreme Court to determine the general policies of the Bar and approve its budget annually. The Board consists of the president, president-elect, immediate past president, members elected from each of the state's congressional districts and three at-large members.

### [BOG Meeting Schedule](#)

#### **BOG OFFICERS**

- President: Rajeev Majumdar
- President-Elect: Kyle Sciuchetti
- Immediate Past President:  
William D. Pickett
- Treasurer: Daniel D. Clark

#### **BOG AT-LARGE MEMBERS:**

- Alec Stephens (2017-2020)
- Russell Knight (2018-2021)
- Hunter M. Abell (2019-2022)

## BOG REGIONAL MEMBERS

- Governor District 1: Sunitha Anjilvel (2019-2021)
- Governor District 2: Carla J. Higginson (2018-2022)
- Governor District 3: Kyle Sciuchetti (2017-2020)
- Governor District 4: Daniel D. Clark (2018-2021)
- Governor District 5: Peter J. “P.J.” Grabicki (2018-2021)
- Governor District 6: Brian Tollefson (2017-2020)
- Governor District 7 North: Paul Swegle (2017-2020)
- Governor District 7 South: Jean Y. Kang (2018-2021)
- Governor District 8: Kim Hunter (2017-2020)
- Governor District 9: Bryn Peterson (2019-2022)
- Governor District 10: Thomas A. McBride (2019-2022)

# BOG DISTRICT MAP



## WSBA COMMITTEES

- [WSBA Bylaws Excerpts](#)
- [WSBA Committees and Boards Policy](#)
- [WSBA Chairs and Liaisons Roles and Responsibilities](#)
- [List of WSBA Committee Chairs and Liaisons](#)
- [WSBA Fiscal Policies](#) (Jan. 2019)
- [Expense Report Form](#)(2019)
- Created and authorized by the BOG to study matters relating to the general purposes and business of the Bar that are continuous and recurring
- Committee members are appointed by the BOG
  - Appointments are for two-year terms, unless the BOG determines otherwise
  - WYLC members generally serve a three-year term
- President-elect annually selects the Chair or Vice Chair of each committee



# WASHINGTON YOUNG LAWYERS COMMITTEE ROLES AND RESPONSIBILITIES

*JORDAN COUCH, WYLC CHAIR*  
*JULIANNE UNITE, WYLC STAFF LIAISON*

# WHO IS A NEW AND YOUNG LAWYER?

- WSBA Bylaws XII.B. definition
  1. Active member of the Bar is
  2. Considered new/young until December 31 of the year the member:
    - a. Turns 36 years; or
    - b. Has been first admitted to practice, in any state\*, for five years, whichever is later

*\*for Bylaws application purposes, state = jurisdiction (includes other countries, etc.)*
- For purposes of some WSBA programming e.g. [New Member Education \(NME\)](#), there is a separate new lawyer definition:
  - An active member of the bar that has been admitted to practice in WA state, regardless of admission in another jurisdiction



# WSBA NEW MEMBER PROGRAMS AND RESOURCES

- [Washington Young Lawyers Committee](#)
- [New Member Education](#)
  - Practice Primers
  - Trial Advocacy Program (TAP)
  - Financial Focus CLE
- [Young Lawyer Liaison to Sections](#)
- [New Lawyers List Serve](#)
- Networking Events
  - Open Sections Night
  - MentorLink Mixers
- [Career Resources](#)
- [Mentorship resources](#)
- [Other](#)

# WASHINGTON YOUNG LAWYERS COMMITTEE (WYLC)

- [WYLC Webpage](#)
- [WYLC District Composition](#)
- [WYLC Subcommittee webpage](#)
- [WYLC Facebook page](#)
- [wylcommittee@list.wsba.org](mailto:wylcommittee@list.wsba.org)
- Encourages the interest and participation of:
  - New/young lawyers and law students in the activities of the Bar
  - Developing and putting on programs of interest and value to new/young lawyers consistent with:
    - Public service and pro bono programs
    - Transition to practice
    - Member outreach and leadership
  - Upholding and supporting the Guiding Principles of the Bar
- Made up of young/new lawyers selected from throughout Washington State
  - Leadership Team
  - At-Large Members
  - Regional Members
- Work with staff to accomplish our goals

## WYLC ACCOMPLISHMENTS

- Open Sections Night
- MentorLink Mixers
- Financial Focus CLE
- New lawyer social events
- Young Lawyer Liaisons to Sections
- Support for Iowa YLD Law School Transparency Report
- Awarded/Revamped ABA Scholarships
- Awarded Public Service and Leadership Awards
- Reviewed and drafted potential WSBA Bylaws recommendations

# WYLC MEMBERS

## Leadership Team

- Chair: Jordan Couch
- Chair-elect: Brian Neuharth
- Immediate Past Chair: Kim Sandher

## At-Large

- Emily Ann Albrecht (2017-2020)
- Maha Jafarey (2018-2021)
- Laura King (2019-2022)

## Regional Members

- North Central: *Vacant*
- Northwest: Ian McCurdy (2017-2020)
- Spokane: Molly Winston (2017-2020)
- Greater Olympia: Catherine Holm (2018-2021)
- King County: Zachary Davison (2018-2021)
- Peninsula: Benjamin Hodges (2018-2021)
- South Central: Alixanne Pinkerton (2018-2021)

## Regional Members

- Southwest: Chelsie Elliott (2019-2022)
- Southeast: Brandon Holt (2019-2022)
- Pierce County: Brian Holden (2019-2022)
- Snohomish County: Esther Hyun (2019-2022)
- King County: Paul Kurtz-Kreshel (2019-2022)

## WYLC – KEY STAFF

- **WYLC Support**
  - [Julianne Unite](#), WYLC Staff Liaison, Member Services and Engagement Specialist
  - [Paris Eriksen](#), Member Services and Engagement Manager
- **Continuing Legal Education (CLE)**
  - [Devorah Signer Hill](#), Education Programs Lead
- **Communication**
  - [Connor Smith](#), Communications Coordinator
  - [Sue Strachan](#), Outreach and Legal Community Specialist
  - [nwlawyer@wsba.org](mailto:nwlawyer@wsba.org); [blog@wsba.org](http://blog@wsba.org)
- **Diversity, Equity, and Inclusion**
  - [Dana Barnett](#), Diversity Equity and Inclusion Specialist

# GENERAL ROLES AND RESPONSIBILITIES OF WYLC MEMBERS

- Meetings and Attendance
- Quarterly Contacts
- Representative Reports (revamp)
- Subcommittee/Project participation (revamp)
- Social Media (promote and recruit) (see articles in materials)

## WYLC MEETINGS

- We meet in person (conference call option available) on second Saturday of every other month (except July)
  - November 9, 2019 (WSBA)
  - January 11, 2020 (WSBA)
  - March 14, 2020 (WSBA or Pierce County)
  - May 9, 2020 (Northwest Region)
  - July 25, 2020 (Skamania Lodge, Stevenson)
    - July 24, 2020: Dinner with the BOG (TBD)
  - September 12, 2020 (WSBA)
- **Absences:** WYLC Chair and Staff Liaison should be notified of any anticipated absence prior to meeting to avoid an unexcused absence
- **Leadership team meetings:** By conference call on off-WYLC meeting months
- **Travel/M meal Reimbursements:** Best practice tip—check with Julianne prior to incurring any expenses to confirm reimbursement eligibility.

## QUARTERLY CONTACTS

- Regional representatives will be provided with a contact list of new and young lawyers in their region to send out emails to constituents quarterly
  - Julianne sends everyone a draft template email message
- Use a service like MailChimp if your firm email doesn't allow a large number of emails to go out at once
- King County is largest and has two representatives
  - Split the contacts between two of you
  - If still too large, will need to work with Staff and Leadership to come up with a solution



## REPRESENTATIVE REPORTS (PAST)

- At least **two weeks prior** to a committee meeting, WYLC members must submit a report to Jordan and Julianne:
  - Top three recent ways you helped accomplish WYLC's focus areas
    - Focus areas include: support new/young lawyers as they transition into practice; connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and serve as a resource for new/young lawyers through outreach and leadership.
  - Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration
  - Any additional items to report or future agenda items.

## REPRESENTATIVE REPORTS (NEW)

- At least **two weeks prior** to a committee meeting, WYLC members must submit a report to Jordan and Julianne:
  1. What do we want the job of regional reps to be?
  2. How can they fulfil that job and report on it?
  3. Meeting report time with Project leads?



# WASHINGTON YOUNG LAWYERS COMMITTEE – SUBCOMMITTEE/PROJECT GOALS

*JORDAN COUCH, WYLC CHAIR*  
*JULIANNE UNITE, WYLC STAFF LIAISON*

## WYLC SUBCOMMITTEE/PROJECT GOALS THIS YEAR

1. Law Student Involvement
2. Project Management Approach
3. New Lawyer/Member Survey
4. Student Loan Debt Crisis
5. Rural Placement Pilot Project
6. Bylaws & Charter Update
7. Annual Projects (awards, CLEs)

# LAW STUDENT INVOLVEMENT

- Invite them to our meetings
- Get them involved in projects
- Listening tour?
- Law student representatives
  - Law students elected by SBA from each of the Washington Law schools to serve as liaisons between the law schools and the WSBA
  - [Blog post](#)

# PROJECT MANAGEMENT APPROACH

- Subcommittees or Project Teams?
  - Easier for recruiting
  - Driven by passion
- Turn Subcommittees into Project Teams? (or whatever name)
  - More flexible as priorities change
  - Defined beginning and “done” point easier to communicate on
- Scrum questions in reports
- Effort/Impact Analysis on all projects
- What does “done” mean?
- Rapid Evaluation
- Tracking in Trello

# PROJECT MANAGEMENT APPROACH - TRELLO

**WYLC** | Personal | Public | CH KS KS | Invite | Butler (8 Tips) | Show Menu

- The Attic (Idea Storage)**
  - Explanation (0/3)
  - Redefined Legal Services (5, 0/2)
  - Partnership with SU Incubator (1, 0/2)
  - ATJ Tech Comm. Summitt (0/2)
  - Race Equity Training for New Lawyers (0/2)
  - Financial Planning & Guidance (2, 0/2)
  - Pro Bono Student Loan Credit (2, 1/3)
  - Partnership with Pro Bon Service Program
- Waiting on WYLC Action**
  - Explanation (0/2)
- The Queue (Planned Projects)**
  - Explanation (0/2)
  - Support WSBA Incubator (0/2)
- In Process (Currently Working On)**
  - Explanation (0/2)
  - RRR Summit (Oct 30, 1, 1, 3/11)
  - RRR Data (Mar 29, 1, 2, 4/10)
  - Quarterly Contact Emails (Jul 12, 7/11)
  - Proposals for Chair Election/Pipeline (Mar 29, 1/2)
  - Financial Focus Series (Aug 14, 1)
- Waiting on BOG/Outside Action**
  - Explanation (0/5)
  - ATJ Conf Presentation on RRR (Dec 8, 2018, 2, 1, 4/4)

## NEW LAWYER/MEMBER SURVEY

- Send out by January 2020
- Solicit feedback on a number of interest areas for various projects
- Use data to drive future priorities



# STUDENT LOAN DEBT CRISIS

- What can be done on a local level?
- What templates can be built for large scale change?

# RURAL PLACEMENT PILOT PROJECT

- Currently in development phase
  - Once launched:
    - Work with staff to connect WYLC regional representatives with fellows
    - Help identify counties to participate in pilot
    - Provide support for program
- Summit? Other ways of offering support and research?

## BYLAWS AND CHARTER UPDATE

- Create a Charter for the WYLC
- A more inclusive name?
- A new definition of New & Young Lawyer

# ANNUAL PROJECTS

- Advocate and promote financial planning resources provided by the WSBA
- Annual Financial CLE for new members
  - Free to anyone in their first 5 years of admittance in Washington state
- Awards (Public Service and Leadership)
- Writing for **NWLawyer** or **NWSidebar**

## HOW WILL WE ACCOMPLISH THESE GOALS

- Each WYLC member must join one project
- At least 2 people per project (3 per subcommittee)
- Recruit members outside WYLC who are passionate about the project
- Subcommittees are:
  - Access to Justice/Recruiting, Retention, and Retiring: Alixanne Pinkerton
  - Awards: Emily Ann Albrecht
  - Bylaws and Governance: Zachary Davison
  - Debt and New Lawyer Benefits: Brian Neuharth
  - Social Media (not a subcommittee): Kim Sandher

# IMPORTANT DATES/DEADLINES

- Awards and scholarships
  - ABA: Early December 2019 (Midyear); Early May 2020 (Annual)
  - Public Service and Leadership Award: Early May 2020
- Open Sections Night: February 6, 2020
- Applying for committee (re)appointments: January- early February 2020
- WYLC nomination selections: March 2020
- WYLC Budget draft: March 2020
- WYLC Chair-elect application deadline: TBD (January – March 2020)
- Annual Reports: May/June 2020
- Lodging for July Meeting: June 24, 2020
- Financial Focus CLE: August 5, 2020

***THANK YOU FOR YOUR SERVICE!***