

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee

Small Town and Rural Committee Meeting | Virtual Only

Wednesday, July 17, 2024, | 12:10 p.m. – 1:10 p.m.

Via [Zoom](#) | Meeting ID: 815 7000 4025 | Passcode: 684632 | Call-in: 888-788-0099

AGENDA

1. Introductions and Approval of June Meeting Minutes (Gov. Kari Petrasek)
2. WSBA Updates (Gov. Petrasek and Chelle Gegax)
3. Project Team Updates
 - a. Job Fair at Gonzaga (Laurie Powers)
 - b. Summit Project Team (Laurie Powers & Merf Ehman)
 - c. Rural Day of Service (Kathryn Burke, Kari Petrasek)
4. STAR Charter Amendments
5. Announcements
6. Next Steps/Conclusion
7. Next Meeting: August 21, 2024 (?)
8. Adjournment

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee Charter

Effective: July 16, 2021
as approved by the
WSBA Board of
Governors

Purpose

The WSBA Small Town and Rural (STAR) Committee is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Committee will work to ensure that the practice of law in rural communities is present, growing, and thriving.

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

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

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

Definition of “Rural”

For the purpose of the STAR Committee and reflective of Washington’s unique geographic and socio-geographic landscape, the definition of “rural” is as follows:

Based on the definitions produced by the U.S. Department of Agriculture Economic Research Service (ERS) and an overview of Washington county population, we focused on counties with populations of less than 50,000 and more than 2,500. These areas are considered ‘urban non-metro areas not part of larger labor markets’ by ERS. As part of the working definition, and for ease, we have termed these counties as ‘rural.’ Based upon WA county population data, we’ve pursued a hypothesis that counties with 30,000 or more as rural, but likely more

adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

Composition

Members of the STAR Committee should have demonstrated experience and/or interest in a thriving legal practice in Washington's rural communities. The STAR Committee will consist of 13 members and are outlined as:

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

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

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

Terms

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

Initial Committee Terms

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

- 2 Active WSBA Members
1 member with two-year term, 1 member with three-year term.
- 4 Active WSBA Members from rural communities (see above for definition)
1 member with one-year term, 1 member with two years term, 2 members with three-years term.
- 3 Law School Representatives (voting, must be currently employed with a WA Law School)
- *1 member with one-year term, 1 member with two-years term, 1 member with three-years term.*

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

- Chair
- 1 Active WSBA Young Lawyer Member

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

Scope of Work

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

Measures of Success

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

STAR Committee Roles

1. Community Education and Outreach

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

2. Pipeline and Placement Program(s)

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

3. Job Opportunities and Clearinghouse

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

Committee Evaluation

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

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee

Small Town and Rural Committee Meeting Minutes

Wednesday, June 12, 2024 | 12:18 p.m. – 1:03 p.m.

Virtual meeting via Zoom

Committee Members Present: Allison Foreman, Elizabeth Penoyar, Governor Kari Petrasek, Laurie Powers, Merf Ehman, Rusty McGuire, Zachary Bryant

Committee Members Absent: Ashley Cummins (excused), Erin Fullner, Erin Lloyd, Hunter Abell, Jesse Lamp, Judge Kathryn Burke, Sarah Cuellar, Governor Sunitha Anjilvel

WSBA Staff Present: Julianne Unite, Chelle Gegax

WSBA Board of Governors Liaisons Present: Matthew Dresden

Public Attendees Present: Jason Walker

Introductions and Approval of May Meeting Minutes (Gov. Kari Petrasek)

Governor Kari Petrasek called the meeting to order at 12:14 p.m. On motion by Committee Member Zachary Bryant, seconded by Committee Member Rusty McGuire, the committee voted (6-0-1) to approve the May STAR Committee Meeting minutes.

WSBA Updates (Gov. Petrasek and Julianne Unite)

Kari informed the committee that the upcoming Board of Governors (BOG) meeting is scheduled for July 18-20, 2024. Kari then inquired if WSBA Member Services and Engagement Manager, Julianne Unite, or BOG Representative Matthew Dresden wished to contribute anything further. Julianne expressed gratitude towards those who had reapplied for STAR committee positions. Following this, Kari, Julianne, and Matthew plan to convene next week to formulate recommendations for the committee. Some positions have yet to receive applications, including one for an additional current or former BOG member and another for a University of Washington member. Julianne anticipated that Erin would reapply to maintain continuity until a suitable replacement is identified.

Project Team Updates

a. Job Fair at Gonzaga (Laurie Powers)

None currently.

b. Summit Project Team (Laurie Powers)

Laurie noted that there were over 100 registrants for the Summit and expressed satisfaction with the attendance at both the Welcome Reception and the Summit itself. While Laurie initially expected attendees mainly from Spokane and neighboring communities, the Summit drew participants from across Washington, with representation from Oregon and Montana as well. Gonzaga's willingness to host the event made it both affordable and logistically easier. Kari mentioned a suggestion for future events to consider hosting in Central Washington, with Jason Walker proposing Central Washington University in Ellensburg as a potential venue. Rusty informed the group of a reporter from the Spokesman, Emma

Epperly, who attended, and he conducted an interview with her. Merf added that the feedback received was overwhelmingly positive, with attendees appreciating the event's affordability, the welcome reception, and the networking opportunities provided. Merf recommended that the committee commence planning for the next Summit earlier due to the considerable planning and organizational effort involved. Jason Walker from WAPA endorsed CWU in Ellensburg as a convenient location based on his organization's recent event there. Julianne shared that she had heard excellent feedback post-event and reminded attendees to submit any expense reports promptly. Chelle planned to send out the post-event follow-up email by the end of the week, allowing time to collect survey results before the July meeting.

c. [Rural Day of Service \(Kathryn Burke, Kari Petrasek\)](#)

No updates currently.

[Legal Desert Summit in Las Vegas \(Kari Petrasek\)](#)

Merf, Kevin, and Kari participated in the Legal Desert Summit in Las Vegas. Kari remarked on the nationwide prevalence of the issue, reaffirming that the committee is not alone in addressing this topic. Kari also received numerous suggestions for potential initiatives going forward. These included the creation of kiosks serving as self-help stations to connect individuals with legal assistance and facilitate participation in zoom hearings, strategically placed in high-traffic areas like post offices or supermarkets. The proposal involved granting funds to support personnel managing these kiosks. Additionally, there was discussion about establishing law libraries within public libraries to provide community members with access to computers, additional resources. Laurie added that Maricopa County had previously implemented similar kiosk initiatives. Merf mentioned that a map highlighting legal deserts was presented at the Summit, which could prove beneficial for the committee's future endeavors.

[STAR Charter Amendments](#)

Kari informed the committee that only WSBA members can serve as representatives, highlighting an issue with the UW representative identified as a replacement for Erin who is not licensed in Washington state. To address this limitation, Kari proposed amending the charter to transition from a committee to a council, expanding eligibility to non-members. Julianne elaborated that such a change would not be constrained by WSBA by-laws. She further suggested using this opportunity to consider other updates to the charter, like adding a law student seat or revising the definition of "rural." In response to Zach's inquiry about budget implications, JU clarified that the amendment should not affect the budget, citing precedents from other WSBA entities. Laurie raised a previous discussion about the committee becoming a section and questioned how this proposal aligned with that. Kari clarified that while this committee wouldn't become a section, a section might form independently in the future. The main benefit of having a section would be access to features like the list serve, which might be available even without formal section formation. Matthew noted that transitioning to a council would require BOG submission and approval, suggesting that the UW representative replacing Erin Lloyd could alternatively join the WSBA as a member. Kari added that law school representatives often aren't licensed in the state where the school is located.

On motion by Kari, seconded by Rusty, the committee approved (6-0-1) the proposed idea to change the Small Town and Rural Committee from a “committee” to a “council” to broaden the options for Law School representatives and others who are not WSBA members to apply for positions.

Kari will collaborate directly with Kevin to expedite the motion before the BOG. Zach queried in the chat whether the committee would need to review the amendment prior to its submission to the board. Julianne responded to Merf affirmatively, stating that indeed, the committee would need to review the amendment and could anticipate doing so at the July meeting. Merf inquired via chat if those who applied to be on a committee would need to reapply if the amendment passed. Julianne clarified that no, the current cycle of applications would remain unaffected, and provisions could be made to allow current members to retain their roles. Merf noted that there had been discussion about potentially including a seat for a defender/prosecutor in rural areas.

Announcements

Julianne advised that she will be on maternity leave until early 2025 and that Chelle will be serving as primary staff liaison in Julianne’s absence.

Next Steps/Conclusion

Next Meeting: July 17, 2024

Adjournment

12.56 pm

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Council Charter

Effective: April 17, 2021, and modified to make Chair a voting member on July 16, 2021

Purpose

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

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

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

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

Definition of “Rural”

For the purpose of the STAR Council and reflective of Washington’s unique geographic and socio-geographic landscape, the definition of “rural” is as follows:

Based on the definitions produced by the U.S. Department of Agriculture Economic Research Service (ERS) and an overview of Washington county population, we focused on counties with populations of less than 50,000 and more than 2,500. These areas are considered ‘urban non-metro areas not part of larger labor markets’ by ERS. As part of the working definition, and for ease, we have termed these counties as ‘rural.’ Based upon WA county population data, we’ve pursued a hypothesis that counties with 30,000 or more as rural but are likely more

adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

Composition

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

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

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

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

Terms

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

Initial Committee Terms

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

- 2 Active WSBA Members
1 member with two-year term, 1 member with three-year term.
- 4 Active WSBA Members from rural communities (see above for definition)
1 member with one-year term, 1 member with two years term, 2 members with three-years term.
- 3 Law School Representatives (voting, must be currently employed with a WA Law School)
- *1 member with one-year term, 1 member with two-years term, 1 member with three-years term.*

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

- Chair
- 1 Active WSBA Young Lawyer Member

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

Scope of Work

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

Measures of Success

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

STAR Council Roles

1. Community Education and Outreach

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

2. Pipeline and Placement Program(s)

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

3. Job Opportunities and Clearinghouse

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

Committee Evaluation

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

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee-Council Charter

Effective: April 17, 2021
and modified to make
Chair a voting member
on July 16, 2021

Purpose

The WSBA Small Town and Rural (STAR) Committee-Council is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Committee-Council will work to ensure that the practice of law in rural communities is present, growing, and thriving.

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

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

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

Definition of “Rural”

For the purpose of the STAR Committee-Council and reflective of Washington’s unique geographic and socio-geographic landscape, the definition of “rural” is as follows:

Based on the definitions produced by the U.S. Department of Agriculture Economic Research Service (ERS) and an overview of Washington county population, we focused on counties with populations of less than 50,000 and more than 2,500. These areas are considered ‘urban non-metro areas not part of larger labor markets’ by ERS. As part of the working definition, and for ease, we have termed these counties as ‘rural.’ Based upon WA county population data,

we've pursued a hypothesis that counties with 30,000 or more as rural, but are likely more adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

Composition

Members of the STAR Committee-Council should have demonstrated experience and/or interest in a thriving legal practice in Washington's rural communities. The STAR Committee-Council will consist of 13 members and are outlined as:

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

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

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

Terms

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

Initial Committee Terms

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

- 2 Active WSBA Members
1 member with two-year term, 1 member with three-year term.
- 4 Active WSBA Members from rural communities (see above for definition)
1 member with one-year term, 1 member with two years term, 2 members with three-years term.
- 3 Law School Representatives (voting, must be currently employed with a WA Law School)
- *1 member with one-year term, 1 member with two-years term, 1 member with three-years term.*

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

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

Scope of Work

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

Measures of Success

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

STAR ~~Committee Council~~ Roles

1. Community Education and Outreach

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

2. Pipeline and Placement Program(s)

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

3. Job Opportunities and Clearinghouse

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

Committee Evaluation

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