



# WASHINGTON NEW MEMBERS COMMITTEE

## Washington New Members Committee

Washington New Members Committee Meeting | WSBA Office & Virtual via Microsoft Teams  
*Saturday, February 21, 2026, | 10:00 a.m. - 2:00 p.m.*

[Via Teams](#) | Meeting ID: 281 534 423 516 5 | Passcode sM3HN2S7

### AGENDA\*\*:

1. **Welcome & Introductions; Approval of January Meeting Minutes** – Alex
2. **WSBA Updates** –Chelle, Jordan
3. **Experiential Pathways Presentation** – Cate Shur, WSBA Asst. General Counsel
4. **Dress Code Initiative Background** – Jordan and Terra Nevitt, WSBA Executive Director
5. **FY27 Budget Planning** – Alex
6. **Team Updates and Regional Reports** – All
  - a. **Social Media** – Ariel
  - b. **Mentorship Project Team** – Janta
  - c. **Initiation of Charter Project Team** – Alex
  - d. **CLE Team** – Chawisa
7. **Social Event Planning** – Chelle
  - a. February Bar Exam Social
  - b. Trial Advocacy Program Social
8. **ABA-YLD Midyear Meeting Debrief** – Alex, Janta
  - a. **Budget Discussion Regarding ABA-YLD Annual Meeting** – Alex, Chelle
9. **Priority Projects Discussion** – Alex; *Time Permitting*
10. **New ideas for Next Meeting** – All

**Adjournment** – Alex

\*\*Lunch scheduled for the Noon lunch hour. However, if time requires or at the decision of the committee, this may become a working lunch.

# WASHINGTON STATE BAR ASSOCIATION

Washington New Members Committee

**Washington New Members Committee Meeting  
Microsoft Teams  
Monday, January 12, 2026, | 12:04 p.m. – 12:59 p.m.  
Meeting Minutes**

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

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

**Board of Governors Liaison:** Jordan Couch

**New Member Liaisons to Sections:** Tyler O'Brien (Solo & Small Practice NML), Mia Qu (Business Law NMLS)

**WSBA Staff:** Chelle Gegax – WSBA Member Services and Engagement Specialist, Vanessa Sweeney – WSBA Member Services and Engagement Program Coordinator, Julianne Unite – Member Services and Engagement Manager (arrived 12:40 p.m.)

## Welcome & Introductions; Approval of December Meeting Minutes – Alex

WNMC Chair, Alexander Reaganson, opened the meeting at 12:04 p.m. and welcomed everyone in attendance. On motion by WNMC Member Janta Steele, seconded by WNMC Member Steven Brown, the WNMC approved the December WNMC Meeting minutes (8-0-0).

## WSBA Updates – Chelle, Jordan

### BOG Meeting Updates

WNMC Board of Governors (BOG) Liaison Jordan Couch shared updates about January's upcoming BOG meeting. The meeting will include an official decision on court dress code. Currently, the BOG has not done much regarding this matter, and are asking for involvement from the WNMC and the DEI council.

The BOG meeting agenda will address the conflict of interest policy. There will be discussions led by Access to Justice (ATJ) about a charter focusing on a comprehensive review involving all stakeholders, including courts and boards, to determine what Washington should be doing about access to justice and what improvements can be made. At present, the recommendations do not include new members. However, community members can apply for positions with WNMC soon, as applications will be available shortly.

Alex asked Jordan to provide more information about what the committee has done in the past regarding the dress code. Jordan mentioned that over the summer, a judge felt the court was inappropriately dressed and made everyone wear prison outfits. About 5-6 years ago, the committee

worked on this issue but did not make much progress. Much of the dress code matters are governed by local rules. Therefore, the committee recommended a code of conduct advising judges not to comment on dress codes, as there is no reason for it, and new members could simply use our code of judicial conduct. Additionally, consideration for whether this can be an RPC to prevent judges from misusing their authority on this matter. Alex then asked if there was a drafted amendment to the code of judicial conduct. Jordan replied that a draft code of conduct had already been sent to the DEI council for feedback but had not yet been presented to the courts and that this would have been the next step.

Chelle noted that anything that is relevant to the dress code will be shared in the Teams channel.

Alex inquired about the remaining work to do. Jordan replied that one of the tasks is to update the survey questions and send them back to the DEI council to confirm continued support. The focus should be limited to recommendations from the code of judicial conduct, as adding civil rules would introduce more complexity. Next steps include drafting a memo for the BOG, anticipating that they this will go to them next. Alternatively, the Supreme Court Judges Association (SCGA) could be contacted to identify any members willing to discuss this matter. Anticipated pushback may come from judges, so it would be beneficial to have feedback from supportive judges. Janta asked how to obtain contact details for the DEI council and SCGA. Chelle is able to assist with obtaining this information.

Alex reiterated the importance of remaining mindful of committee members' capacity. If people are interested in participating, project teams do not need to be restricted to members of the committee. Janta asked if we're starting a project team for this and Alex said folks will think about it and we can discuss further in February.

WSBA Member Services and Engagement Specialist Chelle Gegax reminded the committee that 2026 license fees are due by February 2. There are still two WNMC vacancies in the south central and southwest regions; Chelle encouraged the WNMC to spread the word. Chelle added, for those WNMC members attending the ABA meeting, the room block has been extended to January 15. Chelle noted that the 2026 APEX awards nominations are open and due by February 27; there is a new member award and Chelle encouraged committee members to nominate someone if anyone knows of a deserving candidate.

Alex added that Chelle is drafting an email to be sent to the list serve and affinity bar associations to fill the remaining seven spots for the Washington delegation for the ABA. The deadline is noon on January 23.

## Team Updates and Regional Reports – All

### Social Media – Ariel

Chelle noted that while WNMC Member Ariel Cook is not in attendance today, the latest slides have been added to materials. Chelle added that there is a graphic for the February bar exam social and will be shared with Ariel for posting to social media.

Chelle commented that WNMC Member Chawisa Laicharoenwat is not in attendance today, but will share a list of potential topics for the Financial Focus at the February WNMC meeting.

#### Mentorship Project Team – Janta

Janta noted that there is no update as the mentorship project team hasn't met yet, and suggested pausing the project until more work is done on the charter. Indicating progress made on the charter will feed into the future meetings on mentorship.

#### Experiential Pathways Meeting Debrief

Alex asked whether there were any next steps following the experiential pathways meeting. Janta shared that the research is complete and is exploring the opportunities to use experience or hands on training as an alternative to law school. Janta will schedule mentorship meeting for mentorship. The project team consists of WNMC Member Hanna Harrison, Janta, WNMC Past Chair Mason Ji, and Alex. WNMC Member Mackenzie Lloyd also volunteered to join the project team. Chelle noted that the meeting cannot have more than seven committee members otherwise it would constitute a formal committee meeting. Alex asked whether any outcomes from the meeting would require a project concept as a first step. Chelle explained that a concept proposal already exists, drafted following earlier discussions about brown bag meetings for the mentorship program, and that it will be uploaded to the Teams channel. Janta asked about next steps after reviewing the proposal. Chelle explained that reviewing the concept proposal and identifying how to gather data to support the needs of new members, which could be part of the FY26 survey for new members as that data can support the program. Chelle suggested drafting mentorship-related survey questions to be included in the new member survey as a strong next step for the project team.

#### Initiation of Charter Project Team – Alex

Alex noted that the first project team meeting took place last week and continued from where the group left off during the November meeting, focusing on inputs and resources as well as developing the structure for organizing the charter. Janta compiled key elements that can be used for a purpose statement. The next steps include WSBA Manager of Volunteer Engagement Paris Eriksen drafting the charter. The project team will review this draft one week before the February meeting. The plan is to have a discussion and begin developing the final draft at the February meeting.

### Social Event Planning – Chelle

#### February Bar Exam Social

Chelle has contacted the King County Bar Association and Tacoma Pierce County Bar Association regarding sponsorship. The outcome will be confirmed at the WNMC meeting in February. If WNMC members have suggestions for potential sponsors, please inform Chelle. The event is scheduled for February 25th at 7 Seas Brewing in Tacoma. Those planning to attend are Tyler, Alex, WNMC Member Steven Brown, and Janta. Chelle noted that a calendar invitation will be sent to WNMC members.

#### Trial Advocacy Program Social

Chelle shared that planning is underway for the Trial Advocacy Program (TAP) and the mock trial, and confirmed that a social will be held following the mock trial. The location is being finalized and will be either the WSBA office or a nearby venue within walking distance. Chelle will provide an update at the February meeting.

## FY26 Swag

Chelle provided an update on the swag options and has narrowed it down to stress gavel, Hydroflask water bottle, and power bank. WNMC Member Hanna Harrison commented that highlighters are very popular. The committee discussed options and associated costs. On motion by Hanna, seconded by Matt Rommelman, the WNMC approved amending the swag order to add highlighters to the additional three items and approve the total cost to \$2964.84.

## Oath Task Force and Priority Projects Discussion – Alex

Alex mentioned the original plan for the February WNMC meeting was to hold it in person at a law school; however, scheduling did not work out. The committee agreed to hold the February meeting in-person at the WSBA office on February 21.

The February meeting will include a presentation from the Office of General Counsel on the experiential licensing pathway. Alex added that the committee intends to remain mindful of its capacity and focus on priorities through October. The WNMC has rebounded from COVID and there has been discussion about resuming previous activities. Alex asked the committee to consider other projects the committee should take the lead on. This will be discussed further at the February meeting. The committee will also discuss outreach from the Oath Task Force reaching out to us, and a potential CLE proposed by the Criminal Law section.

Janta asked Julianne about the rebudgeting process for requesting more funds. Julianne responded that she hasn't heard about a reforecast but encouraged preparing a budget request if needed. Chelle will send the template and post it in the Teams channel.

## New Ideas for Next Meeting – All

None.

## Adjournment

Alex adjourned the meeting at 12:59pm.

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

DRAFT

## **OVERVIEW OF PROPOSED EXPERIENTIAL LICENSING PATHWAY**

### ***Input Session Handout***

---

#### **Background**

In November 2020, the Washington Supreme Court created the [Washington Bar Licensure Task Force](#) to assess the efficacy of licensing new attorneys through the bar exam and to explore alternative licensure methods. Based on its research and public input, the Task Force issued a [report](#) in early 2024 recommending that the Washington Supreme Court create experiential-based methods of licensing that did not require applicants to sit for the bar exam. This recommendation was based on research indicating that the exam was at best minimally effective at measuring competence to practice law while disproportionately excluding historically marginalized individuals from the legal profession.

The Washington Supreme Court issued an [order](#) in March 2024, adopting in concept the Task Force's recommendations, and tasked the Washington State Bar Association (WSBA) with convening a committee to implement the recommendations. The WSBA assembled a Steering Committee of members from across Washington's legal and law education communities. The Steering Committee and its subcommittees have devoted significant energy to developing proposals to implement an experiential-based pathway to licensure. These proposals are outlined below and the Steering Committee is seeking your input on the proposals before submitting them to the Court. The proposals are not yet final and may change before the pathway is open for applications. For more detailed explanations of the requirements below, please see the [materials from past Steering Committee meetings](#).

#### **Experiential Licensing Pathway Overview**

Rather than testing legal skills and knowledge on an exam, in the experiential licensing pathway, competence to practice law will be determined from a person's real-life performance and work completed during a period of supervised legal practice. Candidates will be required to complete specific lawyering activities, which will be observed and assessed by their supervisors using standardized rubrics, and to submit a portfolio containing those rubrics and required written work product to the WSBA Board of Bar Examiners. The Bar Examiners and supervisors will evaluate candidates' performance and work product to determine whether candidates demonstrate the nine core competencies defined in the section below.

In total, to be admitted to practice law in Washington through the experiential licensing pathway, candidates must complete the following requirements, which are explained in greater detail below:

1. Successfully complete their legal education by graduating from law school, completing the APR 6 law clerk program, or meeting additional educational requirements for foreign-trained candidates;
2. Complete all required supervised practice time under the supervision of a licensed attorney;
3. Complete all required pathway activities, detailed below;
4. Submit a portfolio of their work and supervisor rubrics and receive a passing score on all portfolio submissions;
5. Pass the Multistate Professional Responsibility Exam (MPRE), or receive passing scores on three written reflections of real-life professional responsibility issues;
6. Pass the Washington Law Component open book exam; and
7. Undergo the character and fitness review required of all applicants to the Washington Bar.

## Core Competencies

Core lawyering competencies are the minimum demonstratable skills, professional behaviors, and areas of knowledge that a candidate for licensure must possess to protect the public from harm in the provision of legal services. Candidates must show through their performance on the required activities and their portfolio materials that they possess the following core competencies:

1. An understanding of legal processes and sources of law;
2. An understanding of threshold concepts in many subjects;
3. The ability to act professionally and in accordance with the rules of professional conduct;
4. The ability to interpret legal materials;
5. The ability to identify issues;
6. The ability to conduct research;
7. The ability to apply legal authority to the relevant facts in a client matter;
8. The ability to communicate as a lawyer; and
9. The ability to interact effectively with clients.

## Participant Eligibility

### *Candidates*

The experiential licensing pathway will be open to candidates who are currently enrolled in a program of legal education, whether in a law school or WSBA's APR 6 law clerk program, and to those who have already completed their legal education.

To participate in the experiential pathway, candidates must be enrolled in a JD program at a law school approved by the WSBA Board of Governors<sup>1</sup> or in the APR 6 law clerk program, or have graduated with a JD from an approved law school or completed the law clerk program. If a candidate graduated from an unapproved law school or a law school outside the United States, they must meet the additional educational requirements in Admission and Practice Rule 3(b)(3) and (4).<sup>2</sup> These requirements generally reflect the eligibility requirements to take the bar exam in Washington.

In addition, if a candidate completed their legal education more than six years before applying to the experiential licensing pathway, they must complete WSBA's 15-credit reinstatement CLE. This CLE is a refresher course on legal research and writing, recent significant changes in the law, law office management, and professional responsibility.

---

<sup>1</sup> Presently, the WSBA Board of Governors approves law schools that meet ABA accreditation standards.

<sup>2</sup> APR 3(b)(3) and (4) set out the requirements for an applicant to sit for the bar exam if they have graduated from an unapproved law school or law school outside the U.S. Those individuals must provide proof of:

(3) graduation from a university or law school in any jurisdiction where the common law of England is the basis for its jurisprudence with a degree in law that would qualify the applicant to practice law in that jurisdiction and admission to the practice of law in that same or other jurisdiction where common law of England is the basis of its jurisprudence, together with current good standing and active legal experience for at least three of the five years immediately preceding the filing of the application; or

(4)(A) graduation with a Master of Laws (LL.M.) degree for the practice of law as defined below and either:  
(i) graduation with a JD degree from a United States law school not approved by the Board of Governors, or  
(ii) graduation from a university or law school in a jurisdiction outside the United States, with a degree in law that would qualify the applicant to practice law as a lawyer or the equivalent in that jurisdiction.

### *Supervisors*

The eligibility requirements for supervisors participating in the experiential pathway mirror the requirements for supervisors of licensed legal interns under [Admission and Practice Rule 9](#). Supervisors must be active members in good standing of a U.S. state or territorial bar association and have been actively engaged in the practice of law in any U.S. jurisdiction for at least three years preceding the date of application. Supervisors also may not have been disbarred or subject to disciplinary suspension in any jurisdiction within the preceding ten years, have a pending or imminent disciplinary proceeding, or have received a disciplinary sanction within the last three years.

### **Supervised Practice Requirements**

Time spent in real-life practice under the supervision of an experienced lawyer is an essential element of the experiential licensing pathway. Candidates will perform the required pathway activities and develop their written portfolio submissions during their supervised practice time, and their supervisors will observe and assess candidate’s performance on required activities in the course of the supervised practice.

### *Timing*

Candidates in the experiential pathway would be required to complete a specified amount of time in supervised practice, whether accrued during a law school experiential courses including clinics, externships, and simulation courses, or in another employment setting. WSBA is presently considering two possible proposals for the amount of supervised practice time candidates must complete. WSBA would like your input on the benefits and drawbacks you anticipate with each proposal:

#### Proposal 1:

Proposal 1 was developed by the original Bar Licensure Task Force as part of their initial recommendation to create experiential licensing pathways. Under this proposal, differing requirements would apply to candidates depending on where they were in their legal education:

Candidate Type	Required supervised practice hours	Required law school experiential course credits
Law student	500 hours	12 credits
APR 6 law clerk	500 hours	None required
Law school/APR 6 graduate	6 months	None required

#### Proposal 2:

Proposal 2 largely adopts the time requirements from Proposal 1, but creates a single standard that would apply to all candidates regardless of where they are in their legal education. This proposal would require all candidates to complete 825 hours of supervised practice time, up to 475 of which could be accrued while enrolled in a law school experiential course.<sup>3</sup> Candidates could accrue up to 40 hours per week. Recorded time must be spent on legal work in connection with a current or prospective client matter or working on pathway requirements

Candidates may begin accruing their required supervised practice time after they apply to the pathway and receive approval from WSBA to participate. Once the candidate is approved to participate, they will

---

<sup>3</sup> 825 hours equates to approximately 6 months of practice time allowing for typical holidays and leave, and 475 hours is approximately the amount of practice time students are required to perform in 12 credits of experiential coursework.

have 18 months in which to complete all pathway requirements. A candidate, however, may request an extension of that time for good cause, for instance if their supervised practice time was interrupted by medical leave. Just as with the bar exam, there will be no limit on the number of times a person may attempt the experiential licensing pathway.

### *Compensation*

One of the goals of the experiential pathway is to make a legal career possible for people who may not be able to afford the bar exam, bar preparation courses, or to take time off from work to study for the exam. Compensating candidates while they work towards licensure is an important step towards this goal. WSBA, however, recognizes that not all employment settings might be able to provide compensation and did not want to prevent candidates from completing their supervised practice in those settings.

Therefore, the host employer will be required to provide compensation to candidates during the candidate's supervised practice time, unless one of the exceptions below applies. The amount of compensation is determined by the employer and candidate, but must be no less than the equivalent amount provided by the employer to similarly qualified and experienced employees.

Host employers will be encouraged, but not required, to provide compensation if:

1. The candidate is receiving credit for their work for the employer as part of a law school externship;
2. The candidate is performing the work as part of a law school clinic;
3. The candidate has a grant or stipend from a third party that will compensate them for their work;
4. The employer is a non-profit organization or government agency; or
5. The candidate volunteers to provide pro bono services to the employer's clients and the employer does not bill the client for those services.

### **Required Candidate Activities**

As part of the experiential pathway, candidates will be required to complete specific activities before they may become licensed to practice law. Other than completion of the MPRE, these activities will take place during supervised practice. The required activities—and the written portfolio materials described below—are intended to be adaptable to a variety of practice settings and provide opportunities for candidates to demonstrate and be evaluated on all nine core competencies.

Candidates will be required to complete the following activities during their supervised practice:

- Two client interviews or counselling sessions;
- One negotiation, which may include any discussion aimed at reaching an agreement. The negotiation need not focus on final resolution of the matter and may address preliminary or interim matters;
- Demonstrate the use of research tools to develop the facts of a client matter; and
- Demonstrate competence in professional responsibility by:
  - Either:
    - Achieving a passing score on the Multistate Professional Responsibility Exam, or
    - Engaging with their supervisor in three discussions of professional responsibility issues they encounter in practice. The candidate will write a reflection documenting each discussion that will be submitted as part of their portfolio and graded by the Board of Bar Examiners. The reflection must identify the ethical

question they encountered, the applicable rules of professional responsibility, and how they resolved the question.

- And completing the following activities:
  - Complete WSBA CLE covering:
    - Common stressors in legal practice, including secondary trauma, and strategies and resources available to manage them;
    - Strategies for managing a law-related workload;
    - Resources for answering ethics questions during practice; and
    - The intersection of technology tools, client privacy, and data security.
  - Spend 10 of their supervised practice hours on client-facing activities;
  - Observe or work with an office manager or other staff who handle billing, trust accounts, client payments, or grant management and reporting; and
  - Keep detailed, contemporaneous timekeeping records.

Candidates' supervisors will observe the client interviews/counselling sessions, negotiation, and candidates' use of factual research methods and will complete standardized rubrics assessing candidates' performance on these activities. Supervisors will also certify that candidates have completed the 10 hours of client-facing time, observation of office manager or other business-side staff, and that candidates kept timekeeping records appropriate for their practice setting. WSBA will develop the required CLE and will record whether a candidate has completed it.

## **Candidate Portfolios**

### *Required Submissions*

Candidates will be required to submit a midpoint portfolio with half of their required materials and a final portfolio containing all required materials. Candidates will submit their own work for evaluation by the WSBA Board of Bar Examiners and will also include their supervisors' rubrics assessing their performance on the above activities. In all, candidates' must submit the following materials:

- Candidates work product:
  - Two written client counselling communications;
  - Two persuasive legal documents;
  - Two objective legal memoranda; and
  - If electing not to take MPRE, three reflections on discussions of professional responsibility issues.
- Supervisor rubrics assessing the candidate's performance on their:
  - Client interview/counselling session;
  - Negotiation;
  - Use of research tools to develop the facts of a client matter; and
  - Candidate's ability to delegate when appropriate, spend their time appropriately, plan for and meet deadlines, manage client files, and manage multistep projects.

### *Portfolio Parameters*

Candidate's work must fit within several parameters to be included as part of the portfolio:

- All portfolio submissions must be between 350 and 4200 words and at least two submissions must be 1500 words or more. In all, this means each candidate will submit at least 4400 words, or around 15 pages, of material for assessment.

- Individual portfolio submissions must each address at least one distinct legal issue not addressed in the other portfolio submissions. Application of the same legal standard, rule, or test to different facts would not be considered addressing a distinct legal issue. Rather, a submission must analyze some unique legal inquiry—such as application of a distinct statutory provision, administrative rule, or legal test—not present in other portfolio submissions. This requirement is intended to ensure candidates demonstrate they can apply the core competencies across multiple legal issues.
- Candidates must identify whether they used AI, a template, or other model to create any portfolio submission, and, if so, the modifications they made to make the work their own. If they used an AI tool, they must describe how they ensured they met their ethical obligations in generating the work.
- To protect client confidentiality, candidates must redact all party names, including client and opposing party names, other information that is reasonably likely to lead to identification of the client, and any other confidential information, such as trade secrets or proprietary information.
- Each work product submitted as part of the portfolio will be accompanied by an attestation cover sheet. The candidate and supervisor will attest that the material is the candidate’s own work, note any use of AI or templates as needed; identify the distinct legal issue addressed in the work; and provide context for the piece if they believe that to be necessary.

#### *Portfolio Grading*

Portfolio materials will be assessed by the WSBA Board of Bar Examiners on a quarterly schedule. Candidates may submit materials to WSBA on a rolling basis. Once a candidate has submitted enough material to constitute a midway or final portfolio, it will be sent to the Bar Examiners for assessment at the next quarterly grading session.

If any work submitted with the midpoint portfolio is deemed not passing, candidates may correct or replace the work for the final portfolio. If any work submitted as part of the final portfolio is graded not passing, the candidate will have two subsequent opportunities to correct or replace that work. This requirement would not preclude a candidate from reapplying and making a successive attempt to become licensed through the experiential pathway if they are unable to successfully complete all the program requirements within the required timeframe.

# FY26 Overview for FY27 Budget & 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 WSBA.
- The WSBA's Director of Finance is responsible for the WSBA's financial operations.
- WSBA oversees an annual operating budget over \$20 million dollars.
- The budgeting processes begin as early as January 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 WSBA programming.

## About the WYLC Budget

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

G/L Account #	Expense Name	FY25 YE	FY26 Budget	Actual FY26 YTD*	Est. FY27 Budget
58175	WNMC Awards	\$0	\$1,000	\$0.00	\$1,000
55266	WNMC Outreach Events	\$2029	\$5,000	\$1238.00	\$5,000
55270	WNM Committee	\$2,584	\$15,000	\$6,570.52	\$15,000
	<b>Totals</b>	<b>\$ 4,613</b>	<b>\$21,000</b>	<b>\$7808.52</b>	<b>\$21,000</b>

\*As of December 2024

- Line item 50095 allocates funding for CLE comps for the Public Service and Leadership Award (PSLA) recipients. Over the past few years, recipients have not redeemed their free CLE, likely due to the abundant number of free CLE opportunities for those working in public service, CLE

costs being covered by employers, etc. The WYLC plans to continue to offer this PLSA in FY26. The WYLC will open PLSA applications in early to mid- April, for FY25. The WYLC is requesting to change the WYLC CLE Comps line item (50095) to WYLC Awards (58175) and continue to utilize this funding to pay for physical awards (e.g., plaques) for recipients, as well as funding for other award opportunities directly related to new and young lawyers in FY26.

- Line item 55266 allocates funding for outreach events. In FY24, the WYLC planned to continue to host outreach events. Persistent quorum issues prevented the WYLC from hosting as many social events as originally planned, however, the WYLC successfully hosted a New and Young Lawyer Social following their July meeting, despite not meeting quorum, a New and Young Lawyer Social following their April meeting and planned and executed a new social event for July bar exam takers to celebrate their accomplishment that had outstanding attendance. Thus far in FY25, the WYLC has hosted a second after bar exam social for exam takers, as well as purchased swag items for committee outreach events and marketing purposes. In FY26, the WYLC plans to continue the execution of the July and February after bar exam socials, as well as post-meeting socials with a plan to travel to areas in which engagement is currently low, including law school campuses.

Line item 58525 was historically for the ABA Scholarship Awards. In the past, the WYLC awarded up to five \$500 scholarships for both the ABA Midyear and Annual Meetings. Starting in FY21, the WYLC increased the total amount of scholarships to \$5,000 to encourage more people to volunteer as ABA YLD delegates and/or increase the award amounts for recipients. However, in FY21 and FY22, the ABA meetings were free and virtual. As such, in FY21 the WYLC voted to use these funds for CLE scholarships for new and young lawyers. In FY22, the WYLC did not award any scholarships, however they chose to continue to identify possible ways to disburse scholarship funds, which may include scholarships to attend ABA meetings, CLE scholarships, and other donations/grants in FY23. In FY23, the WYLC planned to offer scholarships for ABA YLD meetings. The WYLC did not award any scholarships for the Midyear in February 2023 and planned on offering scholarships for the Annual in August 2023. The WYLC did not offer an award for the Annual in August. In FY24, the WYLC requested to reallocate \$3500 budget line item 58525 from the ABA scholarships and to relocate those funds to supporting outreach events to line item 55266. In FY24, the WYLC utilized this shift in funds to host their July after bar exam social event, as well as multiple after meeting social events for New and Young Lawyers. This shift in funds has also allowed the WYLC to purchase promotional (swag) items with newly implemented WSBA approved WYLC branding. The WYLC plans to leave this line item at \$0 for FY26, as they feel that the historical use of this line item does not support an increase or reallocation from other line items in their budget currently. They WYLC may choose to revisit this later in FY26 to re-evaluate.

- Line item 55270 allocates meeting costs, which currently includes some hybrid and outside of Seattle meetings. Generally, the WYLC hosts two - three outside of Seattle meetings in a year. Overall, this cost went down significantly due to the COVID-19 pandemic and transition to virtual only meetings. Starting in FY20, this also included an allocation of up to \$3,000 for the ABA District Rep/WYLC At-large member to attend the ABA YLD meetings. The FY23 number assumed the WYLC may meet in person/hybrid more frequently than in FY22 and includes costs for the ABA District Rep to travel for ABA YLD meetings. The WYLC had one hybrid meeting in FY23 with the BOG in Vancouver in June. The WYLC September (FY23) and November (FY24)

were cancelled due to quorum issues. The Member Engagement Specialist hosted a virtual orientation meeting for the newly appointed members of FY24 in November to onboard new members. The WYLC is expecting to host multiple meetings/events/socials outside of Seattle in FY25. For FY24, the budget was increased to address increased costs for in-person meetings, with a target goal of having at least four (4) meetings be held in person in different locations across Washington next year. The committee was planning on having an in-person meeting in Vancouver, however that meeting was switched to virtual because not enough members were able to attend in-person. The committee successfully held their April FY24 meeting in-person/hybrid, with a New & Young Lawyer Social in Capitol Hill, following the conclusion of their meeting. The WYLC is expecting to host multiple meetings/events/socials outside of Seattle in FY25. The committee wants to host a social after the July bar exam in Tacoma. The WYLC wants to host a Financial Focus on Forensic Accounting in FY25. The WYLC is considering hosting a CLE on Professionalism/Ethics during FY25, the project team is in early stages of planning a potential free CLE. To date for FY25, the WYLC has hosted two successful hybrid meetings. For FY25, the WYLC has shifted to a monthly meeting during the lunch hour instead of the previous bi-monthly Saturday meeting. Due to this shift the WYLC has yet to cancel a meeting due to quorum issues. In addition to shifting to monthly meetings, a quarterly schedule of in-person meetings was communicated at the first meeting of the fiscal year and agreed upon by committee members. The WYLC is currently planning to attend the May BOG meeting. The WYLC is also planning to schedule an in-person meeting toward the end of the fiscal year to celebrate their accomplishments. For FY26, the WYLC plans to continue with monthly meetings in a hybrid format, with the goal of quarterly meetings in-person. The WYLC would like to host meetings in-person at locations where they could potentially be of service to their community, such as law schools and other New and Young Lawyer focused locations. The WYLC would also like to plan for one of their quarterly in-person meetings to align with a WSBA Board of Governors meeting to continue the opportunity for relationship building with the BOG.

## Timeline

The WYLC needs to submit the draft FY26 budget to WSBA staff no later than **March 10, 2025**. WSBA staff will then submit the entire Member Services and Engagement Cost Center budget to WSBA Finance on March 14, 2025. 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 Julianne Unite [julianneu@wsba.org](mailto:julianneu@wsba.org) and Chelle Gegax [michelleg@wsba.org](mailto:michelleg@wsba.org) by **March 10, 2025**. This request must include the following information:

<p>1. What is the change/request?</p>	<p>The WYLC is requesting to change the line-item GL code (currently 50095) to GL Code 58175 for Awards.</p> <p>The WYLC will continue to use the \$1,000 in funding allocated for WYLC Awards under Account # 58175, which serves as the funds to cover the cost of the plaques given to recipients of the WYLC's Public Service &amp; Leadership Award.</p>
<p>2. What is the amount?</p> <ul style="list-style-type: none"> <li>○ Does this include an overall increase, or are you moving funds from another line item?</li> </ul>	<p>The WYLC would like to reduce line item 50095 from \$1000 to \$0.</p> <p>The WYLC would like to add line item 58175 to their budget in the amount of \$1000. This line item will replace the former 50095 GL Code for CLE Comps. The WYLC has recognized a historical trend that the CLE portion of the PSLA Award has not been redeemed and would like to broaden the applicable use of this GL Code for future budgets.</p>
<p>3. <a href="#">How does this fit in the WSBA strategic priorities?</a></p>	<p>The WYLC feels that by changing from GL Code 50095 to GL Code 58175, they will be more adept at focusing on valuable and tangible recognition for New and Young Lawyers by awarding a physical award, rather than a CLE that has often historically been failed to be redeemed. They WYLC also believes that a physical award rather than a CLE will help to foster visible integrity and culture by serving as a reminder of the recipient's achievements, as well as promoting diversity, equity and inclusion in their profession.</p> <p>By continuing to focus on expansion of outreach events, especially the after-bar exam social, the WYLC will continue to increase awareness and engagement with legal professionals at all stages of their careers. WYLC socials will continue to foster a sense of belonging and community with the new and young lawyer demographic, while also connecting legal professionals with networking opportunities and resources from the WSBA. Through focused outreach in areas with low engagement, including law schools, will help to create inclusive spaces that encourage participation from diverse backgrounds.</p>

	<p>The WYLC’s decision to maintain line item 58525 at \$0 demonstrates their ability to recognize low demand in that area, as well as a commitment to fiscal responsibility. Should the WYLC recognize a renewed interest from the community in this line item, they may discuss increasing this in the future.</p> <p>By continuing to host monthly virtual meetings, the WYLC will be able to focus their efforts on continued involvement, outreach, and member engagement on a consistent basis. Hosting quarterly in-person meetings allows the WYLC meeting structure to remain cost effective, yet still offer the opportunity for committee members to meet in-person with each other, as well as with entities such as law students and the WSBA BOG, offering a continued pipeline for collaboration and communication.</p>
<p>4. Outcomes or Return on Investment</p>	<p>The WYLC believes that the updates requested will assist in producing the following outcomes:</p> <ul style="list-style-type: none"> <li>• Increased member engagement and visibility among new and young lawyers.</li> <li>• Higher quality and more meaningful recognition for emerging leaders.</li> <li>• Stronger statewide connections and representation.</li> <li>• More efficient use of resources, aligned with real demand and impact.</li> <li>• Improved collaboration with WSBA leadership and alignment with broader organizational goals.</li> </ul>

## View results

Respondent

24 Anonymous

06:48

Time to complete

### 1. Member Name:

Janta Steele / Mentorship Project Team Lead

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

Yes

No

### 3. If yes, please provide your update below:

We met as a Mentorship Project Team on February 12, and drafted a list of questions for review and approval of the full WNMC. Please include the following document as meeting materials for review and approval by the full committee: <https://wsbaonline.sharepoint.com/w:/r/sites/team-ext-wsba-washington-new-members-committee/Shared%20Documents/General/Project%20Teams/Mentorship/Survey%20question%20suggestions.docx?d=w20668f286efe4f5baf764c776ca3c827&csf=1&web=1&e=vd72xt>. We are meeting again on Friday, Feb 20, and hope to improve the draft of the brown bag proposal to be more specific and targeted to a pilot of three events to gauge interest and gather data about constituent needs.

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



## View results

Respondent

22 Anonymous

05:57

Time to complete

### 1. Member Name:

Alex Reaganson, Project Lead- Charter Development Team

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

Yes

No

### 3. If yes, please provide your update below:

Charter Development Team met on 02/10/26 to review recent updates to the draft charter. Team discussed ideas of what success criteria might look like for the committee, wordsmithing of current drafted language, and a discussion as to whether additional more function-focused roles might be warranted. Next steps from that meeting, prior to next WNMC include: Ariel exploring workshopping potential amendment to charter focusing on function-focused roles; Alex to wordsmith language related to Success Criteria and general draft clean up for presentation and discussion by full WNMC committee.

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



## Committee Membership

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

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

....

## Nominations and Appointment

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

filled by a mid-term appointment in accordance with the WSBA Bylaws and this Charter.

- The Chair-Elect will serve a three-year term, split accordingly: one (1) year as Chair-Elect; one (1) year as Chair, and; one (1) year as Immediate Past-Chair.
- o *At-Large, Regional Representative Recommendations:* The Recommendations Subcommittee shall recommend individuals to the at-large and regional representative positions based on factors which will achieve the broadest range of diversity, practice area, and experience possible.
- o *Prolonged Vacancies:* If any at-large or regional representative position has not been filled after six (6) consecutive months of vacancy, the Recommendations Subcommittee may recommend to such position any individual that agrees to represent the perspective of that position in good faith, regardless of the individual's practice area or region of residence/employment.

# WASHINGTON STATE BAR ASSOCIATION

## WASHINGTON NEW MEMBERS COMMITTEE (WNMC) CHARTER

**\*DRAFT\***

### **Purpose:**

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

### **Goals, Objectives and Activities:**

#### **Goal 1. Be Data-Driven.**

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

#### **Goal 2: Advocate.**

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

#### **Goal 3. Grow and Connect.**

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

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

**Goal 4: Pro Bono Empowerment.**

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

**Goal 5: Professional Development.**

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

**Meetings**

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

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

### **Committee Membership**

- Leadership Team:
  - The Chairs:
    - Chair
    - Chair-Elect, as Vice Chair
    - Immediate Past Chair
  - Governor, At-Large (New Members), WSBA Board of Governors, *ex-officio*
  - WNMC Staff Liaison(s), *ex officio*
- Regional Representatives:
  - Greater Olympia – serving Lewis and Thurston counties
  - Greater Spokane – serving Lincoln, Pend Oreille, Spokane and Stevens counties
  - King County – serving King County (two (2) positions)
  - North Central – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
  - Northwest – serving Island, San Juan, Skagit and Whatcom counties
  - Peninsula – serving Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties
  - Pierce – serving Pierce County
  - Snohomish – serving Snohomish County
  - South Central – serving Yakima, Kittitas, and Klickitat counties
  - Southeast – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla and Whitman counties
  - Southwest – serving Clark, Cowlitz, Pacific, Skamania and Wahkiakum counties
- Three (3) At-Large Representatives
- Terms:
  - The voting members of the WNMC shall be appointed for a term of three (3) years.
  - The terms of At-Large and Regional Representatives shall be staggered so no more than one-third (1/3) of these positions' terms end each year, categorized accordingly:
    - Class A (with terms beginning October 1, 2026):
      - At-Large Representative (Class A)
      - Greater Spokane Region
      - King County (Class A)
      - North Central Region
      - Northwest Region
    - Class B (with terms beginning October 1, 2027):
      - At-Large Representative (Class B)
      - Greater Olympia Region
      - King County (Class B)
      - South Central
      - Southwest Region
    - Class C (with terms beginning October 1, 2028)

- At-Large Representative (Class C)
- Peninsula Region
- Pierce County
- Snohomish County
- Southeast Region

### **Nominations and Appointment**

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

### **Success Criteria**

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

### **Reporting & Evaluation**

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

DRAFT

## View results

Respondent

23

Anonymous

01:39

Time to complete

1. Member Name:

Chawisa Laicharoenwat

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

Yes

No

3. If yes, please provide your update below:

I have 3 potential topics for this year's CLE. Need the members' feedback at the meeting for which would be the most interesting topic for this year.

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

