

WASHINGTON STATE BAR ASSOCIATION  
SENIOR LAWYERS SECTION  
MINUTES OF THE EXECUTIVE COMMITTEE MEETING  
**October 18, 2016**

The meeting was called to order by Chair Carole Grayson. Present were Executive Committee members Al Armstrong, Steve DeForest, Brian Comstock, Tom Wampold, Jerry Jager, Dudley Panchot, Morris Shore (by Phone), Karen Klein (by phone) Fred Frederickson, Eleanor Doermann, Ron Mattson, Don Haley, Ron Thompson, and WSBA's Education Programs Manager Kevin Plachy of the WSBA. Not able to be present were Steve Crossland, Scott Osbourne, John Bergmann, Julianne Unite of the WSBA.

**CHAIR'S REPORT:**

Carole informed the group she will again be speaking at the Bar's 50-year luncheon on October 28.

The Chair reported that she has submitted our Section's Annual Report to the WSBA.

We have a new BOG Liaison, Jill Karmy of Ridgefield, WA. She is a Clark County solo practitioner. We welcome Ms. Karmy's association with our Committee.

**SECRETARY'S REPORT:**

The Minutes of our September 20, 2016 Executive Committee meeting were approved by Motion.

**TREASURER'S REPORT:**

Ron T's Treasurer's Report was a short one: there was no activity during the month of August, no new members having joined the Section. Therefore, at the end of August, our fund balance remains at \$9,398.36. Ron reports that we are showing a loss of \$508.85 for the current FY. We had budgeted for a loss of \$886 for the year; we are therefore ahead \$377.15 for FY 2016, which as of August 31 is 91% complete.

Ron also confirmed that our budget for FY 2017 has been formally approved by the Bar. This budget projected a loss of \$3,239. "It would really be nice if we could do better than that," said Ron. In order to do this, we need to increase Section membership and/or increase our CLE attendance. Carole added that it would help if we increased the number of CLE sponsorships also.

## **LIFE BEGINS:**

Ron M. reports that the draft of the next Life Begins edition will be at Ken Yu's office in the next couple of days.

## **GENERAL DISCUSSION RE CLE ATTENDANCE AND SECTION MEMBERSHIP CONCERNS:**

Kevin said that the contract with the Marriott has been submitted to WSBA Chief Operations Officer Ann Holmes for approval.

Kevin also mentioned some demographic figures compiled by the Bar: 40% of the Bar's membership is over the age of 55. Twenty-eight percent are over the age of 60. This over-55 cohort will be targeted for Section membership and CLE attendance.

Some themes were proposed for the CLE: "Baby Boomer Transitions" and "Second Season."

Brian noted that the post-war generation is reaching the age of retirement, and expects massive retirement among those in this age group in 5-10 years. In the past, the larger firms would automatically retire those firm members when they reach 70 years of age. But now it is a different world; the baby-boomers are not really dealing with issues relating to retirement. Kevin found that 6.7% of the Bar membership has reached Brian's age. A quick poll was taken of the E.C. members in attendance: how many of you are not practicing at all? Many hands were raised.

Someone noted that the Senior Lawyers' Section needed to do some advertising. Jerry noted that his 62-year-old son is a good writer who could be of help in drafting some advertising copy.

Carole mentioned a 2012 WSBA study that gave a 5-year forecast of the age make-up of the Bar in 2017. Fred mentioned that the study's results had been published in the Bar News. Carole said that the study had predicted that 57% of the Bar's 2012 membership will have retired.

Steve remarked that we should focus on the future. Eleanor said she would be willing to write a recruitment article if she could get input from sufficient sources. Steve said Eleanor should go ahead and write it.

Karen mentioned that we should find out what the membership needs are in our age group, and perhaps that could be accomplished by focus groups. Kevin said perhaps he could find out what people's concerns are via a targeted short Survey Monkey questionnaire.

Don suggested that we use other focus groups dealing with retirement issues and work off that.

With regard to focus groups, Carole mentioned that our “Sleeping Lady” facilitator would be someone who could lead any focus group we may have. Carole also said she would look to the University of Washington Retirement Association for some ideas.

Eleanor reaffirmed that she would write an article advocating membership in our Section.

Ron T. said we have to come up with some rationale for membership that answers the potential member’s question “what’s in it for me.” Carole mentioned that we should be proactive in seeking members.

Kevin suggested sponsoring mini-CLEs as a means of publicity and revenue. If the mini-CLE is 2 hours or less (with a 30-minute minimum) we could keep all the revenue. Further, the new CLE rules offer a relaxed content requirement. Carole indicated that maybe we could have a CLE-focus group. Kevin replied that that would be ok just so long as there is a specific subject discussed and with sufficient structure to the event.

More suggestions: It was mentioned that Ron T. or Morrie could host a mini-CLE for an out-of-Seattle event. Ron T. suggested taking our mini-CLE or focus group around the State, like a road show. Tom mentioned that it was hard to get people to go to or to host a mini-CLE. Steve said we can do a mini-CLE for less expensive cost these days. Karen mentioned that we did try to do a mini-CLE and had a low turnout. Carole said she wouldn’t mind working with a focus group. Ron T. suggested a succession planning or technology session. Brian cautioned that attendees would be reluctant to pay for parking for a mini-CLE. Jerry observed that what’s happening to us is not unprecedented: “look what happened to the Elks and the Eagles.” Someone also stated that “we must re-invent ourselves.” Dudley said we should focus our recruitment efforts on those between 68 and 78 years of age. Eleanor observed that since she joined the WSBA in her 50s, she may have an understanding of what older beginning attorneys may look for in a section such as ours. Dudley wanted to ensure that whatever changes our Section may make, we shouldn’t lose our sense of collegiality.

Further CLE speaker suggestions: Carole mentioned Judge James Riehl, retired Kitsap County District Court Judge. Senior Lawyer Executive Committee member Scott Osbourne was again mentioned as a potential CLE presenter. It was mentioned that WSBA Executive Director Paula Littlewood is reaching out to potential speaker Nancy Williams. Carole again suggested Kay Field of Snohomish County. Al stated that he knows Ms. Field and would be glad to reach out to her if asked. Harvard Law School grad Steven J. Harper, author of [The Lawyer Bubble: A Profession in Crisis](#), was mentioned by Brian as a possible speaker.

The Chair indicated we would continue discussion of the above-referenced matters next month.

**ADJOURNMENT:**

The meeting was adjourned by the Chair at 12:00 noon.

**The next meeting of the Senior Lawyers' Executive Committee will be at 10:30 am on November 15, 2016 at the Broadmoor Golf Club.**