

The **a**FFILIATE  
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The newsletter and resource guide for bar leaders nationwide

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## Young Lawyers, Speak Up at ABA Day 2008

By Alexander P. Ryan

As bar leaders, we all know that the American Bar Association serves many functions. The ABA provides—among other things—law school accreditation, continuing legal education, information about the law, programs for the bar and the judiciary, and initiatives to improve the legal system for the public. Another of the most important components of the ABA's work is its legislative efforts on Capitol Hill in Washington, D.C. Throughout the year, the ABA's Governmental Affairs Office in D.C. meets with Congress to advocate for issues that the ABA—and its members—deem important to the legal profession. The ABA's efforts have proven successful: in the past ten years, Congress has adopted the ABA's position on more than 80 percent of the legislation on which the Association has lobbied.

ABA Day in Washington, D.C., which is sponsored each year by the ABA YLD, is a critical part of this process. Each year, bar leaders from across the country, including members of the ABA and state and local bar associations, gather for two days to meet with their congressional representatives about the issues that matter most to them and their constituents. "The ABA is successful because of the strength of our ideas, backed up with our constituent-based grassroots contacts. ABA Day encompasses both," says ABA Day Chair Steve Zack, Miami, Florida.

This year, ABA Day will be held on April 16 and 17, 2008, at the Hyatt Regency on Capitol Hill. If ABA Day 2007, which drew approximately 300 participants, is any predictor, ABA Day 2008 promises to be a hugely successful event.

Traditionally, the Association's ABA Day Planning Committee reviews numerous legislative concerns submitted for consideration at the event and narrows these to a manageable number for presentation to and discussion with Congress. For example, at ABA Day 2007, the ABA focused its efforts on four key initiatives: (1) funding increases for the Legal Services Corporation, (2) pay raises for members of the federal judiciary, (3) preservation of the attorney-client privilege, and (4) comprehensive immigration reform. ABA Day issues are selected based on a multitude of factors, including timeliness, likelihood of impact, the ability to educate on unfamiliar topics, and support within the bar.

Although the ABA advocates for legislative change all year long, ABA Day is particularly important because it provides a concentrated forum during which individual ABA members can voice their concerns directly to their congressional representatives. Typically, members contact their senators or representatives ahead of the event and schedule meetings on Capitol Hill regarding the issues determined to be vitally important to the ABA. In doing so, ABA members have an opportunity to explain why these particular issues are important to their respective states and districts. These personal visits with congressional representatives are the focal point of ABA Day. According to ABA Day Chair Steve Zack, "The most effective way to educate members of Congress on issues of importance to the organized bar is through constituent-based, in-person meetings. ABA Day is a critical part of the organized bar's legislative efforts."

Young lawyers, alongside their more senior counterparts, are an important part of the success of the event as they come to ABA Day prepared to give voice to the issues that concern their state and local bar organizations. Some come in groups; some come individually. All come with one singular purpose: to effect change by taking their issues straight to their

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Alexander P. Ryan is an assistant editor of *The Affiliate* and practices with the Groom Law Group in Washington, D.C.

## Springtime in Congress: Why You Should Attend the ABA YLD Spring Conference

By Melissa Dewey Brumback

Ah, springtime in Washington, D.C.! Cherry blossoms fill the Mall in front of the city's famous monuments. Congress has hunkered down to work. And this year, from April 16–19, the ABA YLD will meet in the nation's capital for its 2008 Spring Conference in conjunction with ABA Day and the ABA Section of Litigation Annual Conference. For young bar leaders, the Spring Conference promises to provide some very special networking, diversity programming, continuing legal education, and lobbying opportunities.

### Programming and Networking

Conference programming will help sharpen your advocacy skills and cover recent developments in real property, antitrust, and international law. During the four-day event several receptions and networking events will also allow young lawyers and prominent litigation attorneys to meet, mix, and mingle.

### Diversity: The Next Generation Summit

The highlight of the Spring Conference will be the final installment in this year's YLD Summits and will be entitled "Diversity: The Next Generation." On April 19, young lawyers from across the country representing state, local, and specialty bar organizations, as well as law firms and legal departments, will exchange ideas on how young lawyers can ensure that the legal profession reflects the society it serves and fosters an environment of inclusion. In conjunction with the Diversity Summit, the ABA YLD will create an online toolkit and vignette-driven diversity training manual.



Melissa Dewey Brumback is an associate editor of *The Affiliate* and practices with the Raleigh, North Carolina firm of Ragsdale Liggett PLLC.

"The Summit is designed to bring a new perspective to what we call diversity," according to C. Erica White, the ABA YLD's Diversity Director and a partner in Collins and White in Tallahassee, Florida. White says that the Summit will discuss diversity not only in the context of race and gender, but also in the context of disability, sexual orientation, and age. There will be both educational and conversational components to the Summit, followed by brainstorming, small group breakout discussions, and a vignette

exercise. The exercise will stimulate discussion about situations involving diversity. Regardless of whether you are able to attend the Summit, you are invited to submit your personal experiences with diversity issues to be used during the vignette exercise. White is also interested in receiving suggestions from young lawyers on some of the "best practices" to address such real-life scenarios. To anonymously submit a personal experience or "best practices" commentary, visit [www.abanet.org/yld/spring08/diversitysummit](http://www.abanet.org/yld/spring08/diversitysummit).

### ABA Day

This year's Spring Conference is being held in conjunction with ABA Day in Washington. ABA Day is a chance to lobby Congress on issues important to all lawyers. ABA Day includes roundtable discussions on grassroots lobbying techniques, issue briefings on legislative priorities, visits with senators and representatives, and a briefing from members of Congress. Pre-arrangements are necessary to ensure access to your congressional representatives, so visit [www.abanet.org/poladv/abaday08](http://www.abanet.org/poladv/abaday08) for further information.

### Community Service

In addition to the Diversity Summit, ABA Day lobbying, CLE programming, and networking activities, the "Wills for Heroes" program will be back in full force at the Spring Conference.

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## Upcoming in . . .

Make sure to visit the online resources that are being developed for the Young Lawyer Summit at the ABA Midyear Meeting—[www.abanet.org/yld/yfs](http://www.abanet.org/yld/yfs).

### March/April

- Midyear Meeting Recap (February 7–9, 2008, Los Angeles, California)
- Membership Summit Recap (Midyear Meeting)

### May/June

- Spring Conference Recap (April 16–19 2008, Washington, D.C.)
- Diversity Summit Recap (Spring Conference)
- Annual Meeting Preview (August 7–12, 2008, New York, New York)

### July/August

- Fall Conference Preview

Join the American Bar Association  
Young Lawyers Division for

**Diversity:  
The Next Generation**  
at the  
ABA YLD Spring Conference  
Washington, D.C.

Saturday, April 19, 2008

Help shape our future by attending

Visit the ABA YLD Spring Conference web site  
at [www.abanet.org/yld/spring08](http://www.abanet.org/yld/spring08) for more information.

To sponsor the summit or the conference overall, contact  
Cindy Galvan at 312/988-5612 or [galvanc@staff.abanet.org](mailto:galvanc@staff.abanet.org).

## On the Road with Justin Goldstein

A lot has happened since my last column—in-person visits with young lawyers in New York, Virginia, Washington, D.C., Texas, Nevada, Pennsylvania, Washington, Florida, Illinois, and Utah; attendance at additional affiliate meetings; and participation in all of the great programs young lawyers are putting on around the country.

I kicked off my latest adventure with a quick trip to New York City to help finalize event sites for the ABA YLD's Annual Meeting in August 2008. Next, I was off to Williamsburg, Virginia, where I joined the American Bar Endowment Board to show the YLD's appreciation for its support and to deliver a Division update. Then, I took a trip to Washington, D.C., to participate in the National Association of Women Lawyers Summit. After that, my family and I were off to Texas (Galveston and Sugarland) to visit NASA and the Texas Young Lawyers board meeting. Thank you to Bill Miller, Mary Reveles, Sylvia Cardona, Kelly-Ann Clarke, and everyone else in Texas for making us feel so welcome. Texas continues to create amazing programs and this year is no different. See what is going on at [www.tyla.org](http://www.tyla.org). My next visit was Las Vegas for the National Asian Pacific American Bar Association Annual Meeting. I had a great time (who can't in Vegas?), met some wonderful young lawyers, and was very impressed with the conference attendance, programming, and sponsorship. Thanks to Eileen Sullivan, Benes Aldana, Joseph Manalili, and Ducie Le for their gracious hospitality.

Then, I took some time off to spend Thanksgiving with my family; I hope you had an opportunity to do the same. After the turkey, I was off to fulfill some of my duties with the Pennsylvania Young Lawyers (who recently raised the age of young lawyers to 38) and then joined the Washington State Young Lawyer Board of Trustees for its public service project aimed at Bellingham high school students interested in a

legal career. Even though it snowed (it rarely snows in Bellingham), the volunteers came out in force. I also met a former YLD District Representative who is now a judge in Northern Washington. Thanks to Mark O'Halloran, John Brangwin, Noah Davis, Jaime Hawk, Mike Pellicciotti, Elizabeth Li, Rachelle Anderson, the rest of the young lawyers, and Paula Littlewood, Executive Director of the Washington State Bar Association, for their hos-



Justin Goldstein is Chair of the ABA YLD and practices with National City Bank in Philadelphia, Pennsylvania

pitality and for allowing me to participate in and enjoy the project and meeting. One of the continuing discussions among young lawyers in Washington is whether to remove the word "young" from their organization's name.

Next, we packed the family up to join Florida young lawyers for their meeting at Captiva Island. Thank you to Scott and Janet Atwood, Jewel White Cole, Mustafa Mahdi, Woody and Heather Rodriguez, C.J. Hubbard, and everyone else for including me and my family in the events and making us feel so welcome. After arriving home from Florida, it was immediately off to Chicago to join the Chicago YLS to see the Christmas Spirits perform "Young, Frank & Stein." Thanks to our own Jill McCall, Bill Oberts, Mike Bergmann, and the rest of the young lawyers who joined me for a wonderful evening. The next day, it was on to an early flight to meet the Utah young lawyers for lunch and an opportunity to congratulate the first ABA YLD National Outstanding Young Lawyer Award winner, Sean Reyes. Congratulations to Sean (we'll present the award formally to Sean at the ABA Midyear Meeting in Los Angeles in February) and to all of the Award applicants. It was great to see our friends from Utah, and I really appreciate their hospitality for my trip out west. Thank you Stephanie Pugsley, Michelle Allred, Julie Ladle, Karthik Nadesan, Craig Hall, Sean Reyes, and Deb Griffiths-Handley.

Throughout my journeys, I continue to spread the word about the Young Lawyer Summit being held on Friday, February 8, 2008, at the Midyear Meeting in Los Angeles and the Diversity Summit that will be held on April 19, 2008, at the Spring Conference in Washington, D.C. Please make plans to join us and help shape the future of your legal profession.

As I continue my travels, I am constantly reminded of the good fortune we have to be part of this wonderful profession and the responsibility that our position in society requires of us. I know that I am thankful for all that I have and for the opportunity to serve you, our profession, and our community. None of this would be possible without the support of my wife Maribel, children Ruby and Jennifer, and my employer National City Bank. Thank you to all of these states for the continued hospitality, and I'll see you on the road!

If you would like me to join you at one of your young lawyer meetings, please let me know your meeting schedule. You can reach me at [justin.goldstein@nationalcity.com](mailto:justin.goldstein@nationalcity.com).

### We Need Your Help!

The editorial team of *The Affiliate* wants to hear from you and your members about the types of articles you would like to see fill these pages. By letting us know what's most helpful to your organization, you can help us improve the quality of the newsletter and make it an even more valuable tool for young lawyers across the nation.

Please take five minutes to complete the online survey we have created at [www.abanet.org/yld/affiliatesurvey](http://www.abanet.org/yld/affiliatesurvey) to let us know what you really like about this publication, what you want more of, and what you find least useful. You can also use the survey to suggest article ideas directly to us. Go on, we can handle the truth! And thanks, in advance, from all of us here at *The Affiliate*.

### 2008–2009 Legal Opportunity Scholarship Fund

The Legal Opportunity Scholarship Fund is intended to encourage racial and ethnic minority students to apply to law school and to provide financial assistance to these students. The Scholarship Fund awards \$5,000 of financial assistance annually to each scholarship recipient attending an ABA-accredited law school. The application can be downloaded from the ABA Fund for Justice and Education website at [www.abanet.org/fje](http://www.abanet.org/fje). Completed scholarship applications must be postmarked no later than **March 1, 2008**.

Please help us get the word out about this special opportunity via your affiliate's communications channels.

## West Virginia Young Lawyers "Leading the Charge"

By Alexander P. Ryan

Recently, the West Virginia Bar Association Young Lawyers Division became the newest member of the ABA YLD's family of young lawyer organization affiliates by formally "affiliating" with the Division.

The West Virginia Bar Association is a voluntary bar organization, which means that its members choose to join and participate. Formed in 1886, the WVBA is one of the oldest bar associations in the United States. Its mission is "to advance the science of jurisprudence; to promote reform in the law; to facilitate the administration of justice; to uphold integrity, honor and courtesy in the legal profession; to encourage liberal education; and to cultivate cordial intercourse among the members of the bar."

By comparison, the Young Lawyers Division of the West Virginia Bar Association is relatively "young." The WVBA YLD was formed on October 20, 1995. "Historically, the primary role of the YLD has been to encourage young lawyers to become actively involved with the WVBA," says the WVBA YLD's current president, Courtney Kirtley.

Traditionally, that involvement has come through several WVBA YLD-sponsored annual activities, including a bench and bar reception, an after-bar exam celebration, and a CLE dinner for young attorneys. Kirtley is excited about the activities planned for 2008. For example, the annual "Bench and Bar Reception" generally features local judges as keynote speakers. In view of the fact that two seats on the West Virginia Supreme Court of Appeals are up for election in 2008, this year's "Bench and Bar Reception" will feature a Supreme Court candidates' forum.

Similarly, the annual WVBA YLD CLE dinners are both fun and informative. Last year's event, for example, was called "Piggin' Out on Commercial Damages" and concluded with a traditional pig roast held at a nearby country club. The event was so well attended that, according to Courtney Kirtley, the WVBA YLD is contemplating making the pig roast an annual event.

No doubt, a lot of fun can be had serving

as the president of the WVBA YLD. However, Courtney Kirtley knows that the position entails a lot of work, too. Her primary goals for 2008 include increasing the number of young lawyers in the WVBA and adding public service activities to the YLD.

Kirtley would also like to increase the participation of young lawyers throughout West Virginia, particularly in the northern and eastern panhandles. "The YLD's membership and activities are based primarily in the Charleston area, and building membership in other parts of the state has been difficult," says Kirtley. One of her plans for accomplishing this goal is to increase the number of attorneys on the WVBA YLD Executive Committee from various parts of the state and from multiple practice areas. "We believe that the YLD Executive Committee is a reflection of the general membership of the [WVBA] YLD," says Kirtley. In an effort to reach out to more attorneys throughout West Virginia, the WVBA YLD is also considering hosting a second Supreme Court candidates' forum in the northern part of the state.

And then there is the challenge of the costs associated with bar association membership. Historically, many members of the WVBA YLD have come from large private law firms that are generally willing to fund bar association dues and related travel expenses, while members of smaller law firms or sole practitioners have had fewer funding resources. Courtney Kirtley notes, "While the membership of the WVBA as a whole includes many small firm and sole practitioners, the YLD lacks this diversity." But Kirtley and her Executive Committee are working to change that. "We realize that young lawyers will be much more likely to incur the expenses of membership and give of their free time, and that firms will be more supportive of associates' participation in the YLD, when they realize the significant benefit of membership," she says.

Beyond these immediate goals, Courtney Kirtley and the WVBA YLD Executive Committee want bar leaders from across the country to know more about West Virginia and the work of the WVBA YLD. "West Virginia is an amazing state, and the young lawyers in West Virginia are passionate about effecting positive changes in their communities and throughout the state," Kirtley says. "West Virginia's young lawyers are leading the charge to improve the quality of life in West Virginia, and exciting changes are happening every day!"



Alexander P. Ryan is an assistant editor of *The Affiliate* and practices with the Groom Law Group in Washington, D.C.

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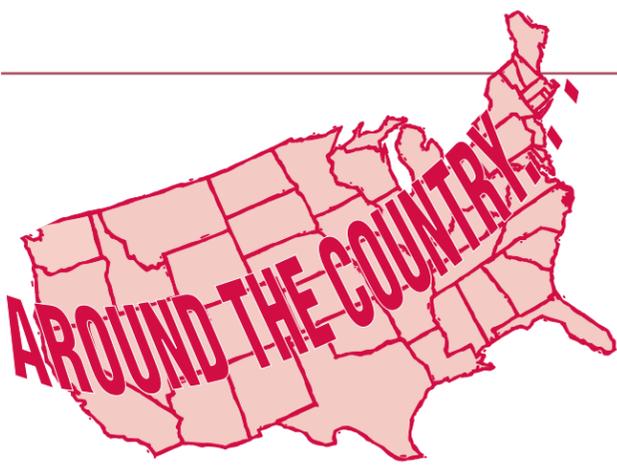
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In addition to conveying information to bar leaders around the country as to events, meetings, subgrants, and other resources offered through the Young Lawyers Division, *The Affiliate* seeks to inspire new projects through feature articles highlighting individual affiliate projects and persons involved in public service and membership support.

For information about services and resources available to affiliates through the Young Lawyers Division, contact Jill Eckert McCall, YLD Director, at 312/988-5614 or [mccallj@staff.abanet.org](mailto:mccallj@staff.abanet.org).

*The views expressed herein are not necessarily those of the American Bar Association or its Young Lawyers Division.*

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Compiled by Rachel E. Kopp

As the bar year kicks into high gear, affiliates are reaching out in their communities, giving back during the holiday season, and generally doing great things across their states.

#### Mingling with Judges

The *Illinois State Bar Association YLD* (ISBA) continues to sponsor its “Lunch with a Judge” program. This program is provided for free to ISBA members who bring a sack lunch. The Lunch features guest judges who present on different law topics, courtroom etiquette, pet peeves that judges see with young lawyers, and related issues.

Once a month, the *Hennepin County Bar Association New Lawyers Section* (Minnesota) also hosts a similar program called “Recess with Judges,” in which a judge talks about various topics in the practice of law including professionalism and motion practice.

#### Community Outreach

Members of the *Wilkes-Barre Law & Library Association YLD* (Luzerne County, Pennsylvania) have been busy volunteering within the community. The YLD held a guest bartending event to support and raise money for the Alzheimer’s Association “Memory Walk.” In addition, YLD members volunteered at the St. Vincent De Paul Soup Kitchen in Wilkes-Barre to serve some of the Soup Kitchen’s patrons. The Law & Library Association has also been volunteering at the SPCA of Luzerne County to help clean the facilities and bathe the animals housed there. Then, young lawyers took several of the animals to PetSmart to promote and encourage pet adoption.

For its public service project this year, the *Kentucky Bar Association Young Lawyers Section* is developing a new project entitled “On Your Own” to educate high school students about the legal responsibilities associated with turning eighteen. The program will consist of a pamphlet and lesson plans for teachers, and KBA young lawyers plan to present the project in local schools throughout their communities. The KBA YLS also continues to implement the “Wills for Heroes” project, which it originally adopted in Kentucky two years ago. As part of its “Wills for Heroes” training, the KBA YLS conducts a CLE program to educate non-estate planning lawyers who volunteer for the project. Then, on a separate day, the affiliate holds its clinic for local first responders.

Members of the *Indiana State Bar Association Young Lawyers Section* recently volunteered their time to help the St. Luke’s Construction Ministry and the Second Presbyterian Church design, build, and assemble wheelchair ramps for Indianapolis families with special needs.

#### Giving Back

The *11th District Bar Association New Lawyers Section* (Duluth, Minnesota) contributed their time and resources to the following community service projects last year: “Second Harvest,” which involves the collection and distribution of food for those in need; “Kids Voting,” which gives children the opportunity to “vote” and become engaged in the local political community; “Safe Haven Holiday Party,” which involved putting on a celebration at a local shelter, including putting together care packages and gifts for the shelter’s women and children; “Santa Brings a Lawsuit,” which involved collecting unwanted business attire during the holiday season and providing it to a local shelter so that people in need have professional clothing to wear to job interviews; and a discussion panel at the University of Minnesota–Duluth, in conjunction with the University’s Pre-Law Society, so that students interested in pursuing careers in the legal profession can ask new lawyers questions about their law school experiences and careers in the Duluth legal community.

Several members of the *Minnesota State Bar Association New Lawyers Section* donated their time to the “Spring Yard Cleanup for Seniors” program sponsored by the Hands On Twin Cities organization and the Neighborhood Involvement Program. The



Rachel E. Kopp is the Editor of *The Affiliate* and practices in the Philadelphia, Pennsylvania office of Spector, Roseman & Kodroff, P.C.

## ABA YLD Chair Justin Goldstein has been around the country with . . .



Washington State Young Lawyers.



Florida Young Lawyers.



Utah Young Lawyers.



Texas Young Lawyers Association Board.



Justin tries to guess the candy at the Texas YLA meeting in Sugarland.



Justin with Benes Aldana and NAPABA young lawyers.

Cleanup provides seniors with assistance in performing various household activities so they can continue to live independently. Volunteers from the Minnesota NLS spent the morning trimming bushes, cleaning gardens, raking, and washing windows at the homes of participating seniors, who greatly appreciated the New Lawyers’ time and effort. In addition, from September through November, the Minnesota affiliate held its annual “God’s Pantry Thanksgiving Basket Drive.” Last year, the NLS collected over \$10,000 from members of the local bar who donated to this wonderful cause.

The *Fayette County Bar Association (FCBA) Young Lawyers Section* is in the process of planning its annual pro bono bowl-a-thon. In the past, this event has raised hundreds of dollars for the local FCBA pro bono office and allows young lawyers the chance to mingle with judges and other attorneys in a fun and relaxing atmosphere.

To help out during the holiday season, young lawyers from the *Sangamon County Bar Association Young Lawyers* (Illinois) supported a week of Toys for Tots and volunteered as bell ringers on behalf of the Salvation Army. The Sangamon Young Lawyers also sponsored an entire week dedicated to “Lawyers Giving Back to the Community.”

#### Young Lawyers Are Thriving in Illinois

Congratulations to Charles A. (Tony) Piccuta of Strellis & Field Chtd. and Carolyn E. Welch of Glenview, who won the *Chicago Bar Association Young Lawyer Section’s* “Most Fit Young Lawyer” competition. The competition kicked off a new initiative of the CBA YLS called *Life in the Balance*. The initiative was conceived by YLS Chair William Oberts and is designed to help young lawyers achieve a healthy work-life balance. Each month, the CBA YLS plans to focus on a different theme of life balance and will send out helpful tips to young lawyers via e-mail. For Health Month, the YLS sponsored the “Most Fit Young Lawyer” competition and a cooking class to help lawyers cook healthier in a limited amount of time. To legitimize the competition, young lawyer participants tested themselves against a modified version of the Illinois Peace Officer Wellness Evaluation Report, the test that Illinois police academy applicants must pass. Competitors were evaluated on cardiovascular endurance (one-mile run), speed and agility (four-cone test), strength (chest press), and core strength (curl up test). Young lawyers worked with West Loop Gym, which hosted the competition, and its owner, Tim Allegretti, to benchmark contestants against each other for the competition. What a unique event—great idea, Chicago!

Nine years ago, with the help of the Illinois State Bar Foundation, the *Illinois State Bar Association YLD* founded the

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## Don’t Forget . . .

#### February 15

- 2008 Appointment applications due. Visit [www.abanet.org/yld/appointments](http://www.abanet.org/yld/appointments) for information.
- Last day to submit items for March/April *The Affiliate* “Around the Country.” E-mail information to [the.affiliate@yahoo.com](mailto:the.affiliate@yahoo.com).

#### February 22

- Bert W. Levit Essay Contest submissions on lawyer professional liability due. Encourage your members to write for the contest, which features a \$5,000 prize and is open to ABA YLD and LSD members. Visit [www.abanet.org/legalservices/jpl/levit/levit.html](http://www.abanet.org/legalservices/jpl/levit/levit.html) for information.

#### February 28

- ABA YLD Subgrant applications due. Visit [www.abanet.org/yld/subgrant](http://www.abanet.org/yld/subgrant) for information.

#### March 1

- Annual Meeting Program Proposals due. Guidelines and forms are located at [www.abanet.org/yld/nosearch/ProgramProposalGuidelines.pdf](http://www.abanet.org/yld/nosearch/ProgramProposalGuidelines.pdf).
- Application deadline for the ABA Fund for Justice and Education Legal Opportunity Scholarship. Encourage minorities in your area to attend law school by promoting the deadline. Visit [www.abanet.org/fje/losfpage.html](http://www.abanet.org/fje/losfpage.html) for information.

#### March 7

- Midyear Meeting Reimbursement forms due.

#### March 21

- Spring Meeting housing deadline. Visit [www.abanet.org/yld/spring08](http://www.abanet.org/yld/spring08) for information.

#### March 28

- Deadline to apply for ABA Bar Services Division Partnership Awards. The award recognizes efforts to increase the participation and advancement of lawyers of color and to attract students of color. Visit [www.abanet.org/barserv/partnership.html](http://www.abanet.org/barserv/partnership.html) for information.

#### April 11

- Last day to submit items for May/June *The Affiliate* “Around the Country.” E-mail information to [the.affiliate@yahoo.com](mailto:the.affiliate@yahoo.com).

#### April 30

- Deadline for Child Advocacy Award nominations. Visit [www.abanet.org/yld/awards.shtml](http://www.abanet.org/yld/awards.shtml) for more information.

# Recruitment and Retention— The Keys to a Successful Volunteer Organization

By Dustin K. Hunter

The only way that you can get someone to do something is if they want to do it. That truism was explained by Dale Carnegie in his book *How to Win Friends and Influence People*. With all due respect to Mr. Carnegie, however, you can do a great deal to influence your organization's young lawyer members and show them that they not only want to belong to your affiliate organization, but also want to actively participate to make it great.

## Recruiting New Members—Less Difficult Than Roping the Wind

Every volunteer organization, including your young lawyer affiliate needs interested, involved, and motivated members to thrive and survive. Whether you believe that you have enough members now or whether you want to grow larger, it is important for your organization to welcome new members on a regular basis. New members typically bring fresh ideas and different perspectives to the organization, which are beneficial on numerous levels. Consequently, bringing in new members to grow the organization or to replace those lost to attrition should be a top priority of your organization.

Contrary to common belief, recruitment is not something that you should do once or twice per year; it should be an ongoing activity. Each project and service of your affiliate should be an opportunity to recruit, retain, and motivate members. For instance, as you implement a particular program or activity, personally ask people to participate and to join your organization. The personal request remains the most powerful and effective recruiting technique in existence. Thus, recruitment for

### Ten-Second Overview: Recruiting Techniques

- Identify potential members.
- Treat recruitment as an ongoing activity.
- Personally invite new members to join your organization.
- Welcome new members after they join.

most volunteer organizations works best when you understand that your organization is in effect recruiting each time that its name is published or advertised, each time it performs a service, and each time it undertakes an activity or event in public, not only when it engages in formal recruitment activities.

When you think of recruitment as a continuing and constant process that is applicable not only to potential members but also to your current membership, you will greatly improve your organization. Member recruitment is one of the most commonly cited issues of concern by volunteer managers today. Increasing demand for volunteers from other organizations and the merging of work into our personal lives are all factors that erode many organizations' ability to rely on volunteers. Although recruiting new members is challenging, it is not hopeless. Volunteers still want to join organizations; you just have to identify who they are and what their needs are so you can keep them motivated members.

## Keeping Members Motivated—Easier Than Herding Cats

It is no secret that the greatest asset an organization has is motivated membership. Of course, no switch can be flipped to motivate your members. Motivation comes from within the individual volunteer, but you can seek to understand the things that typically motivate volunteers so that you can meet your members' needs and they, in turn, will meet the needs of your organization.

**Understanding the Psychological Reasons People Volunteer.** People volunteer for eight primary reasons: (1) to make a difference in the world, (2) to give something back to the community, (3) to express one's faith, (4) to achieve personal growth and en-

hanced self-esteem, (5) to gain professional experience or make contacts, (6) to seek a more balanced life, (7) to meet like-minded people, and (8) to use a special talent or skill.

Many of your members will volunteer to serve and assist with causes that they believe in such as providing legal services to the poor or clothing to the homeless. They believe in the cause and therefore want to have a positive impact. Others may be motivated primarily by the social interaction and association with others in the organization. Still others are motivated primarily by opportunities for growth, both personal and professional, as well as potential leadership opportunities. The opportunity to fulfill these personal needs can be a primary motivator for the volunteer to stay with your organization over time.

As the leader of your affiliate organization, you must recognize these needs and understand how you can use them to attract and keep qualified individuals who will have a positive impact on the organization. For instance, if a member is there to make use of a particular talent or skill, you should identify that skill and use it. Otherwise, the member will become disillusioned with the organization and find an alternate outlet.

**Identifying Your Members' Needs.** Because your members are not identical, any one or any combination of the primary motivating factors discussed above could be motivating them. You need to determine what your members motivational factors are; the easiest way to do this is to ask your member. This simple solution is often overlooked as the leadership often tries to guess what the members are thinking and what would motivate them. Moreover, once you ask, keep asking. People and their needs change over time. For instance, consider the situation in which a new member initially joined your organization for social interaction. Having made new friends, the member now wants to grow professionally by taking a leadership role. Your job as a leader is to find this out and use the member to best benefit the organization. In accomplishing this task and keeping an eye on your membership, it might be helpful to appoint someone to the task of monitoring member morale and keeping you and the rest of the leadership informed about its status. Once you begin the process of discovering the needs of your membership, something amazing will happen—because you have shown an interest in them, they will become more motivated to participate actively in your organization.

**Employing Motivational Techniques.** Recognition, in its various forms, is the primary factor that you have at your disposal to motivate and retain your membership.

- **Provide Constant Feedback.** Feedback for your members is absolutely critical. Lack of reinforcement is the number one reason why some members fade into the background and eventually leave an organization. On the other hand, providing information on how the members are doing increases member satisfaction and actually encourages them to work harder and stay motivated.
- **Offer Praise and Accolades.** Praise has been said to be the psychological equivalent of a salary for your volunteer members. You can provide praise to your members in numerous ways, and most have little or no cost associated with them, so offer accolades often. For instance, you can recognize your members through a public acknowledgment or speech, or you can present them with a certificate or plaque, or maybe even a small gift or trophy. Volunteers must feel that their efforts are appreciated and recognized and must also see results. You should continually strive to recognize your members and the individual and unique contributions they make to your organization.
- **Actively Listen to Your Members.** Organizations that foster open discussions of their membership have a higher sense of member loyalty and less attrition. Just allowing members to express their individual views is a type of motivation that reinforces the belief and understanding that everyone is important to the organization, not just a chosen few. This is a form of recognition and validates

the member's choice to continue with your organization.

- **Ensure That All Members Have the Opportunity to Advance and Be Considered for Leadership Opportunities.** Offering leadership opportunities to members is a special form of recognition. It essentially validates the member and instills a sense that the leadership of the organization believes that he or she is worth having as a member *and* as a peer.
- **Promote Sincere Person-to-Person Interaction.** Encourage your members to get to know each oth-

### Ten-Second Overview: Motivating Techniques

- Understand why your members have volunteered.
- Identify and attempt to meet your members needs.
- Recognize your members and their individual contributions.
- Listen to your members.
- Provide leadership opportunities to members.

er. Studies have shown that bonds between members of voluntary organizations keep most volunteer organizations going and keep members returning. The organizations that typically succeed better over time are those in which the bonds between the members of the organization are sufficiently strong to motivate the members to see each other outside of formal organizational meetings. If your members like each other on a personal level and look forward to getting to see each other, they will remain motivated and committed to the organization. Moreover, encouraging your membership to get to know each other on a personal level can actually relieve you, the leader, of some of the responsibility of making new members and volunteers feel welcome.

Additional information and tips on motivating your affiliate organization can be found at [www.abanet.org/yld/affiliate.shtml](http://www.abanet.org/yld/affiliate.shtml). 

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Dustin K. Hunter is an assistant editor of *The Affiliate* and a partner in the firm of Kraft & Hunter LLP in Roswell, New Mexico.

## Get Ready for the “Trials” of an Attorney: The ABA YLD Practice Series

By Timothy R. White

Often as an “attorney,” people expect you to know everything there is to know about the law. Therefore, the first few years of an attorney’s career are not only confusing, but also downright scary. Maybe it’s just me, but on my first day of work, I was asked to respond to discovery. This seems like a pretty routine task these days, but back then I wondered whether I would be disbarred for not knowing an answer or missing a deadline.

We all know that law school and the bar exam do not completely prepare you for the “trials” you’ll experience as an attorney. On that first day as an “attorney,” you could not possibly have known all of the correct legal procedures or how to win your first court case. That’s where the ABA YLD’s 101 Practice Series and the upcoming 201 Practice Series can help.

The ABA YLD’s 101 Practice Series is an online resource exclusively for new lawyers who are members of the ABA. The Series includes over 170 quick tips and tools that provide basic training in both substantive and practical aspects of practicing law. As the ABA YLD website suggests, it is an “essential resource for lawyers in their first three years of practice.”

Robert King, ABA YLD marketing, communication, and media director, noted that the 101 Practice Series has thrived since its inception. In May 2007, the Series received 799 webpage views; four months later, by September 2007, the 101 Practice Series received an eye-popping 3,926 webpage views, and its exposure is still increasing. In fact, “in the last six months for which statistics are available [June–November 2007], the 101 Practice Series files have seen an average of 1,804 webpage views per month,” reiterates King.

The 101 Practice Series provides not only general legal tips, but also field-specific advice to improve your practice. For example, you can find an article on transitioning from the government sector to private practice as well as an article offering advice on preparing for an international arbitration hearing. Currently, the

ABA YLD has 140 articles posted on the Series webpage. According to King, “the initial benchmark was 100 articles, but due to the outstanding success of the program we generated a lot more!” As the legal community continues to recognize the value of this uniquely beneficial and cost-free program, the number of articles

posted has been increasing with every passing month. This demonstrates that young lawyers are not only submitting articles to the Series, but they are using the articles on the website as well.

Because of the dramatic success of the 101 Practice Series, the ABA YLD will be unveiling an additional collection of these popular articles. Tracy Kaempf, ABA YLD program and committee manager, reveals that “a selection of the 101 articles is being published as a book titled: *The 101 Practice Series: Breaking Down the Basics*.” The compilation will put into print some of the more popular articles from the 101 Series, which will allow easier accessibility and convenience for young lawyers. Kaempf adds, “Starting in 2008, new bar admittees who are ABA members will receive a complimentary copy [of this book].” More seasoned esquires can purchase the book through the ABA Web Store.

The 201 Practice Series, the next installment in the ABA YLD’s Practice Series, is set for release in spring 2008. The 201 Series will go a step beyond its predecessor 101 Series and will focus on more advanced topics that are relevant for young lawyers who already have a baseline of knowledge in their fields. While 101 articles might explore basic issues and skills in a particular area of the law, 201 articles will likely explore more probative items such as legislative updates and important court decisions in a certain concentration.

Affiliates can especially benefit from taking advantage of what the 101 and the upcoming 201 Practice Series have to offer. If you or a member of your affiliate would like to write for the 101 Practice Series, please review the guidelines and instructions for submitting articles at [www.abanet.org/yld/101](http://www.abanet.org/yld/101). In addition, if you would like to reprint or re-post any of the 101 Series articles, you can do so by requesting reprint permission via the form posted on the 101 Series page linked above. Reprint permission is granted free of charge, but submitting the form is required.

If you surf around the 170 articles posted in the ABA YLD’s 101 Practice Series, you’re bound to learn something new. And, even if you are a more experienced “young” lawyer and feel that you know much of what is covered in the 101 Practice Series, be on the lookout for the 201 Practice Series debuting in spring 2008—it is sure to offer something new for everyone!

For more information on the 101 Practice Series and updates on the introduction of the 201 Series, visit [www.abanet.org/yld/101](http://www.abanet.org/yld/101). 



Timothy R. White is an assistant editor of *The Affiliate* and practices in Austin, Texas.

## Lawyers (Rock) with a Cause

By Mercedes Pino

I don’t know anything about music.

In my line you don’t have to.

—Elvis Presley

In 2003, in an act of obvious defiance of the quote above, two members of the Hennepin County Bar Association (HCBA) New Lawyers Section started the Attractive Nuisance Tour (ANT), an annual benefit concert of rock bands. Created by Craig Sandok, a legal recruiter, and Greg Wiley, General Counsel of Sherburne County, both from Minneapolis, Minnesota, ANT requires that each participating band include at least one lawyer or law student member.

Currently in its fifth year, Sandok and Wiley created the event in response to a need in the legal community. “Craig and Greg recognized that public funding for organizations that provide pro bono services was being curtailed, and that the private firms and individuals needed to make up the difference. Though there are many local charity events, they wanted to provide a low-cost benefit that just about anyone could support. And, they wanted to demonstrate to the public-at-large that many lawyers are interesting people with musical talent,” said Joy Hamilton, the membership/events director of the HCBA.

In keeping with the co-founders’ vision, proceeds from ANT 2003 benefited the Loan Repayment Assistance



Mercedes Pino is an associate editor of *The Affiliate* and the Director of Career Services at the St. Thomas University School of Law in Miami Gardens, Florida.

Program and the Minnesota Justice Foundation (MJF), an organization that has provided 219,200 hours of service to low-income and public sector communities since its inception in 1983. MJF has already funded over 500 summer clerks and continues to sponsor and fund law student summer clerkships at legal aid offices and public interest organizations. Clerks, working a minimum of 400 hours over the summer, have been placed by MJF at various entities throughout the Twin Cities and greater Minnesota, including the Battered Women’s Legal Advocacy Project, the Minnesota AIDS Project, and the Minnesota Center for Environmental Advocacy. MJF clerkships are open to students from Minnesota’s four law schools and in the summer of 2007, ANT was able to fund five of MJF’s twenty-one clerkships.

After an overwhelming response to ANT in its first year, it was decided that another organization could benefit from the success of the event as well. According to Hamilton, since ANT 2004, the funds have been distributed equally between MJF and the Hennepin County Bar Foundation (HCBF). Founded in 1968, the HCBF supports programs serving several goals. HCBF grants are used to facilitate legal service to individuals with limited resources, to increase public understanding of law-related resources, to increase public understanding of the law, and to improve the administration of justice. Thanks in no small measure to ANT, last bar year the HCBF made twenty-six grants totaling over \$103,000. In addition to the grant contributions, ANT has allowed the HCBF to fund new programs, in addition to its traditional providers.

ANT raises funds from ticket sales for the event, along with funds and in-kind donations from sponsors. In its first year, ANT raised over \$10,000 and has continued to be a success,

raising \$57,000 in 2006. The event has turned out to be anything but a “nuisance” to the community, with ANT 2007 showing no signs of slowing down.



Photo courtesy of Pro Bono Committee member Dulce Foster (Fredrikson & Byron).

The members of Noisy Withdrawal (from left to right): Jake Holdreith (Robins Kaplan), Steve Beck (Fredrikson & Byron), Laurie Hartman (Fredrikson & Byron), Chris Hunt (Fredrikson & Byron), and Matt Millis (Fredrikson & Byron). Not pictured: Drummer Bob Ruebenstein (Marquette Asset Management) and guitarist Steve Crooks (3M).

ANT 2007 was held October 26 at the Fine Line Music Café in Minneapolis. Thanks to the hard work of co-chairs John Laravuso from Lindquist & Vennum and Cynthia Bremer from Fulbright & Jaworski and the continued commitment of co-founders Sandok and Wiley, planning for the event started the previous spring. Of course, a great part of ANT’s success is due to the participating bands that bring the house down year after year. This year’s lineup included: The Sunny Era, The Swells, Article XX, LadyBender, High on Stress, The Tukes, Cedar Avenue, and Noisy Withdrawal.

According to Hamilton, ANT 2007 will go down in the books as an absolute success, as an estimated 600 people attended. And, although final numbers are not yet in, it is estimated that total monies raised from all five years will be approximately \$181,000. Rock on!

For more information about the two beneficiaries, bands, and sponsors, please visit [www.attractivenuisancetour.org](http://www.attractivenuisancetour.org). 

## Preparing for the ABA YLD Midyear Meeting Assembly

By Deborah A. Smith and Chauntis T. Jenkins

If you are reading this article, hopefully you have already registered and are planning to attend the ABA YLD Midyear Meeting in Los Angeles from February 7 to 9, 2008, at the Beverly Hilton Hotel. If you have not registered yet, we encourage you to attend, and you will be able to register for the meeting on-site. We do not want you to miss out on what will be a fabulous meeting.

The ABA YLD’s first Assembly of the 2007–2008 bar year will take place at the Midyear Meeting on Saturday, February 9, 2008, from 9:00 a.m. sharp until noon. If you are attending, please arrive promptly and dress in business attire. Also, please remember to arrive early enough to pick up your registration materials, your name badge, and to get certified before Assembly begins. Certification will be open Thursday, February 7, from 1:00 p.m. until 4:00 p.m.; Friday, February 8, from 8:30 a.m. until noon; and Saturday, February 9, from 7:00 a.m. until 8:00 a.m.

During Assembly, ABA YLD members will debate resolutions put forth by ABA YLD committees, “big” ABA committees or commissions, or by other affiliated entities. Each resolution will propose either a new policy, a change in policy, or reaffirm an existing ABA policy that has not been approved within the last ten years. Resolutions are required to contain several types of information, including the reasons for making the

“recommendation,” citations to any relevant supporting or opposing authority, if known, and other applicable historical information.

Assembly debate is conducted according to the rules of parliamentary procedure. We encourage you to speak if you have opinions on a resolution being debated. If you wish to speak in favor of a resolution, you can come to the front of the room and sit directly in front of the microphone labeled “pro.” If you wish to speak in opposition to a resolution, you can sit in front of the microphone labeled “con” during the debate on the resolution. The Assembly Speaker will acknowledge you when it is your turn to speak.

In addition to debating resolutions, ABA YLD members attending Assembly at the Midyear Meeting can look forward to being part of the first-ever presentation of the ABA YLD National Outstanding Young Lawyer Award to Sean Reyes of Salt Lake City, Utah. You will not want to miss hearing about Mr. Reyes’ many accomplishments and congratulating him—as well as the other award finalists—on this honor! Attendees will also hear from distinguished ABA leaders from various sections and divisions regarding their goals and plans for the current bar year and beyond.

The ABA YLD’s Assembly agenda, the full text of the resolutions to be debated, and the ABA YLD Assembly consent calendar are available for your review

*continued on page 8*



Deborah A. Smith is the 2007–2008 ABA YLD Assembly Speaker and Senior Counsel with Gordon & Rees, LLP in San Francisco, California.



Chauntis T. Jenkins is the current ABA YLD Assembly Clerk for the 2007–2008 year and a Partner at Porteous, Hainkel & Johnson in New Orleans, Louisiana.

# Implementing a Model Diversity Plan

By Georgene Louis

The American Bar Association Young Lawyers Division has long recognized that a large part of its success depends on the diversity of its membership. To provide a written commitment to address and promote diversity within the ABA YLD and to assist its affiliates in upholding this commitment, the ABA YLD created a model diversity plan. At the Young Bar Leaders Summit during the 2007 ABA YLD Fall Conference, Diversity Director C. Erica White presented a session on “Developing a Model Diversity Plan” to guide young lawyer organizations in creating their own diversity plans. See [www.abanet.org/yld/DevelopingaModelDiversityPlan.pdf](http://www.abanet.org/yld/DevelopingaModelDiversityPlan.pdf). After your organization has created its diversity plan, however, there is still work to be done—implementation.

After the development of a diversity plan, implementation of the plan is the single most important factor to ensure that your association preserves and encourages diversity. A model diversity plan should include measurable milestones and ensure accountability. Here are six helpful suggestions for implementing your plan:

**1. Acknowledge and Promote Your Diversity Plan.** The most important component to implementing a diversity

plan is to increase awareness of the plan. Regular reflection on the plan's content, including revisiting its purpose and goals, will encourage association members to be aware of the plan and be more involved in executing the plan. Leadership should promote the plan as often as they can so that the document is not just another piece of paper; rather the diversity plan should be a lively and ongoing activity.

**2. Monitor and Report Milestones.** An organization's progress in pro-

moting diversity can be measured by looking at the benchmarks set forth in the diversity plan. Association meetings should include a report by the diversity team or council as a regular agenda item. The team or council should calendar actual standards and goals that were scheduled to occur and report on the status of each goal, including whether goals were accomplished, whether target dates were met, and what follow-up actions need to occur for the association to successfully and continually implement its diversity plan.

**3. Provide Training and Education on Diversity Issues.**

If education and training are not already part of your organization's diversity plan, it is important to include them so that your membership understands that your association is committed to addressing diversity issues, not only in writing but also in action. Many new and current members may not be aware of the various diversity issues that exist in a community and the legal ramifications that accompany them. Training and educational activities are also a good time to explain how members can assist in implementing the goals of the diversity plan.

**4. Obtain Feedback.** Survey your members to determine

whether they feel that the diversity goals are being met and what improvements, if any, need to be considered. Request information from new members about whether the objectives of the diversity plan were conveyed to them and whether the organization's method of addressing diversity was a reason they chose to join the association. There is no need to worry if your membership does not report good news—it is better to know what improvements need to be

made than to misconstrue the situation.

**5. Review Goals and Reconfirm Commitment.** Require at least an annual review of the organization's diversity plan. Continuous review of your organization's mission and goals will show commitment to a living document. If changes need to be made, you can revise and update your diversity plan regularly. An updated diversity plan reconfirms your organization's commitment to addressing diversity.

**6. Celebrate and Recognize Accomplishments.** Create and maintain a record of accomplishments, whether that consists of increased membership, training and educational diversity programs, or career and life promotions of diverse members. Recognition can be achieved through newsletters, reports, or actual celebrations to bring the membership together in the spirit of teamwork and victory.

Remember, developing a model diversity plan means more than putting words to paper. Your organization will more fully appreciate the efforts made by leadership if you strive to implement the plan and continue to take a proactive approach to addressing such important issues. **a**



Georgene Louis is an assistant editor of *The Affiliate* and the state gaming representative for the New Mexico Gaming Control Board in Albuquerque, New Mexico.

## For More Information . . .

The ABA YLD Diversity Plan is available online at [www.abanet.org/yld/diversityplan.pdf](http://www.abanet.org/yld/diversityplan.pdf).

**Diversity: The Next Generation Summit—April 19, 2008:** As part of the 2008 ABA YLD Spring Conference in Washington, D.C., the ABA YLD's Diversity Summit will provide a forum for attendees to exchange ideas on how young lawyers can ensure that the legal profession reflects the society that it serves and fosters an environment of inclusion. Visit the 2008 ABA YLD Spring Conference website at [www.abanet.org/yld/spring08](http://www.abanet.org/yld/spring08) for more information.

## Spotlight on ABA YLD Leaders— Catching Up with the 2006–2007 MIPC Scholars

By Mercedes Pino

The ABA YLD Scholarship Program is meant to encourage the participation of minority, solo/small firm, government, private sector, and military service attorneys. Each year, the ABA YLD awards scholarships to young lawyers who fall within at least one of the following areas: general practice, solo, or small firm practitioners; government, public sector, or military lawyers; or minorities. Scholars receive mentoring by the sponsoring ABA YLD committee—General Practice, Solo & Small Firm; Government, Military and Public Sector Lawyers; and Minorities in the Profession—as well as partial funding to attend three of the ABA YLD's meetings and conferences for one bar year (September 1–August 31).

*The Affiliate* recently caught up with three recipients of 2006–2007 MIPC Diversity Project scholarships to see how being an ABA YLD scholar has influenced their practices.

**L. Leona Frank**

L. Leona Frank is President of the Frank Law Office in Indianapolis, Indiana. According to Frank, she originally applied for the scholarship program “to become active in the ABA, a national bar association, in order to expand affiliate networks for my practice. Also, to promote diversity in the profession.”

Frank emphasized how being a scholar has assisted her with her career development, both professionally and personally, stating, “I have been able to connect with numerous successful attorneys and learn more about the ABA and ABA YLD objectives. I have learned what programs are available to further assist with my career and what the ABA has to offer. Assisting



Mercedes Pino is an associate editor of *The Affiliate* and the Director of Career Services at the St. Thomas University School of Law in Miami Gardens, Florida.

with the yearly public service project (especially *Choose Law*, which encourages high-school students of color to become attorneys) has assisted me in growing not only as an attorney, but as an individual.” Frank is currently vice-chair of the MIPC. In addition, she is a member of the Young Lawyers Section and the Women and the Law Division Executive Committee for the Indianapolis Bar Association, as well as a member of the Young Lawyers Section Membership Committee for the Indiana State Bar Association.

**Myra L. McKenzie**

Myra L. McKenzie is Assistant General Counsel in the Employment Practices Division of Wal-Mart Stores, Inc. When we caught up with McKenzie, she stated, “I applied to be a Scholar because I read about the program in an edition of *The Young Lawyer* and was interested in learning more about the ABA's offerings for young lawyers since I had previously been involved in local bar activities.”

McKenzie reported, “The MIPC Scholarship helped me in a few ways. It allowed me to meet some great young lawyers from across the country—some of whom have become friends and some of whom have become potential referrals for work in different parts of the country.” She continued, “It [winning an MIPC Scholarship] introduced me to what the ABA offers young lawyers in the way of programs and services and it allowed me to network with other lawyers, younger and older, in my substantive practice area.” Currently, McKenzie is an ABA Labor and Employment Section Development Fund Fellow for 2007–2010, as well as vice-chair of the Labor and Employment Committee for the ABA YLD.

**James Muetzel**

James Muetzel is an attorney in the U.S. Office of Personnel Management's Office of the General Counsel. According to Muetzel, “I applied for a [MIPC] scholarship because I was interested in learning more about the ABA in general and the ABA YLD in particular. However, attending ABA YLD meetings can be cost prohibitive, especially on a government salary. My hope was that the scholarship would allow me to become better informed about the ABA so that I could determine whether becoming active would be worthwhile.”

When asked how the scholarship program helped him, Muetzel responded, “The scholarship helped me in three ways. First, it substantially reduced the cost of attending ABA YLD meetings, which made it possible for me to attend all three ABA YLD meetings during the 2006–2007 bar year. This was crucial for me, because attending these meetings allowed me to see firsthand how the ABA YLD functions and to appreciate the contribution it makes to the development of young lawyers. Second, by making it feasible for me to attend these meetings, the scholarship helped me meet other young lawyers from across the country who shared similar experiences and offered insight and support not only for practicing law, but also for keeping a balance between work and personal time.



“Assisting with the yearly public service project (especially *Choose Law*) has assisted me in growing not only as an attorney, but as an individual.”

Frank



“The Scholarship helped me in a few ways. It allowed me to meet some great young lawyers from across the country—some of whom have become friends and some of whom have become potential referrals for work in different parts of the country.”

McKenzie



“I still remember that at my first ABA YLD meeting several former Scholars saw from my name badge that I was an MIPC Scholar and stopped to introduce themselves and talk about their experience in the ABA YLD.”

Muetzel

This is especially true for scholarship recipients.”

Muetzel continued, “I still remember that at my first ABA YLD meeting, several former Scholars saw from my name badge that I was an MIPC Scholar and stopped to introduce themselves and talk about their experiences in the ABA YLD. Moreover, as a scholarship recipient I received tickets to the social events, which also provided an excellent opportunity to break the ice and meet new people. Third, the scholarship helped me by connecting me with ABA YLD leaders who not only encouraged us to stay involved, but also described the various opportunities and explained how to take advantage of them. All in all, the scholarship was an outstanding opportunity.” Currently, Muetzel holds the position of ABA YLD Liaison to the Section of Administrative Law and Regulatory Practice. **a**

## For More Information . . .

The ABA YLD Scholarship program and 2008–2009 application information is available online at [www.abanet.org/yld/scholarships/home.html](http://www.abanet.org/yld/scholarships/home.html).

The application deadline is June 15, 2008.

# Profile: National Bar Association

By Josiah J. Puder

Although many know the acronym “NBA” to stand for the National Basketball Association, it also is an abbreviation for the oldest and most prestigious minority bar association in the country, the National Bar Association. Founded in 1925, when African-American attorneys could not join mainstream bar organizations, the NBA has for decades been a strong and active leader in promoting justice and opportunities for those whose voices historically have been muted or ignored. Today, the NBA’s mission is as broad and diverse as its membership, focused on the social, legal, and professional advancement of minority attorneys and the promotion of diversity in the workplace, in schools, and in the greater community.

Headquartered in Washington, D.C., the NBA has a Board of Governors that formulates the Association’s policies. The Board consists of the president, president-elect, four vice-presidents, a secretary and a treasurer, twelve regional directors, five former NBA presidents, seven at-large representatives, seven affiliated chapter representatives, one representative from each of the twenty-one substantive law sections, and one representative from each of the nine special interest divisions. Between the regular meetings of the Board of Governors, the Executive Committee (composed of the NBA officers and seven board members) functions on behalf of the Board. In addition, and like the ABA, the NBA has an executive director and staff who oversee the administration of the Association.

The NBA also has a young lawyers division, which has a seat on the NBA Board of Governors. To join the NBA YLD, one has to be a member of the NBA. The fees involved are determined by the length of time an attorney has been in practice. Carlos Moore, a principal in the Moore Law Office, PLLC, in Grenada, Mississippi, is the current NBA YLD chair. Moore, a 2002 graduate of Florida State University

College of Law, practices litigation, family law, criminal defense, and general practice. Moore recalls going to his first NBA convention in 2000, while still a law student. “After that, I saw a great opportunity for involvement,” Moore says.

Indeed, the NBA is an organization of people who are dedicated to advancing the profession, while having some fun too. Every year the NBA YLD has an Annual Retreat, bringing young lawyers together from around the country. This coming year, NBA YLD members will get “All Aboard” the “Fantasy of the Sea,” an exotic four-day cruise from New Orleans to Cozumel, Mexico, for a Diversity Roundtable & Networking Retreat. The NBA YLD’s Fall Meeting was held at Tuskegee University in Alabama, its Mid-Winter Meeting (January 2008) will be in the U.S. Virgin Islands, its Mid-Year Meeting (April 2008) is in Chicago, and an International Meeting (June 2008) is planned for Toronto, Canada.

The NBA YLD’s theme this year is “Standing for Justice . . . Lifting as We Climb,” which emphasizes the Division’s focus on social and community service. In support of this theme, the Division has implemented a public service project called “Touch 10,000 Challenge.” The Challenge is to mentor thousands of minority and nonminority disadvantaged, underrepresented, and low-income individuals from across the country. Whether speaking to a group of college students about minorities in the legal profession or putting on a seminar for indigent persons in a housing project, the goal of the project is to touch as many people’s lives as possible and to initiate a broad and vertical rope to tie community members together.

Most recently, the NBA took an active role in focusing worldwide attention on the plight of the Jena Six, in response to what was perceived by many as disparate treatment received by African-American students in connection with various racial incidents in and around a high school in Jena, Louisiana. The NBA YLD has also been involved in helping college students advance in their careers and has put on numerous workshops across the country to provide resume building, career advice, and practical tips on career advancement.

In conjunction with top-notch continuing legal educa-

tion seminars put on by NBA members at its various meetings and conferences, the NBA also publishes several periodicals, including *NBA Magazine*, a quarterly newspaper, and *Connections*, a newsletter produced by the NBA YLD.

The advantages of membership in the NBA are numerous and include immediate access to some of the best legal minds in the country, a social outlet from the stresses of work, mentoring by other NBA members, access to some of the finest CLEs and various opportunities to network, in addition to what Carlos Moore terms, a “family reunion” atmosphere. For example, at one NBA convention, Carlos met an individual—a complete stranger at the time—who later became instrumental in helping Carlos serve a party in a foreign state. Connections such as this, Moore says, are “invaluable.”

In addition, at NBA meetings, members have an opportunity to meet prominent figures such as Billy Martin (attorney for Michael Vick), Willy Gary, the late Johnnie Cochrane, Jesse Jackson, and a host of other guest speakers who have graced the NBA’s podiums. The NBA also has a long and storied history of dialogue and influence with both local and national politicians.

The NBA YLD is an important voice within the ABA YLD and is represented on the ABA YLD’s Council and in the Assembly. In recent years, the leadership of the NBA YLD has made a significant effort to attend ABA YLD meetings and conferences and both organizations recognize the importance of building cross relationships for their members. Carlos Moore attended both the ABA Annual Meeting in San Francisco and the ABA YLD Fall Conference in Charlotte, and Justin Goldstein, the ABA YLD Chair, will be attending the NBA YLD’s Diversity Roundtable and Networking Retreat in May 2008. Both Moore and Goldstein will be attending the ABA YLD’s Spring Conference in Washington, D.C., and hope to make the event a memorable bridge on which to build a long-standing relationship between the NBA YLD and the ABA YLD.

For more information on the NBA and NBA YLD, please visit [www.nationalbar.org](http://www.nationalbar.org) or contact the NBA YLD Chair, Carlos Moore at [moorelawoffice@bellsouth.net](mailto:moorelawoffice@bellsouth.net). 



Josiah J. Puder is an assistant editor of *The Affiliate and Vice-President and General Manager of Melt, Inc.*, a public company headquartered in Southern California.

## Women in Law Leadership Academy Continues Year of the Summit

By Griselda Vega and Rachel Reingold Mandel

As the “Year of the Summit” continues, the ABA YLD partnered with the Commission on Women in the Profession (CWIP) to sponsor the Women in Law Leadership (WILL) Academy on November 8–9, 2007, in Chicago, Illinois. The third annual Academy provided women with practical advice from successful lawyers on how to direct and manage their careers through networking, gaining knowledge, and finding mentors. The vision of the Academy is to gather key women leaders in the legal profession who can share their wisdom and experience with young women and empower them with the tools necessary to overcome obstacles and create successful careers. ABA YLD members of the committee worked closely with CWIP members since the winter of 2006 to line up an incredible list of speakers and panelists for the Academy.

This collaborative effort between the ABA YLD and CWIP provided the opportunity for the two groups to pool their resources and contacts and assemble a wide range of speakers and participants to create a successful conference.

The Academy conference began with an enthusiastic welcome by the Honorable Elizabeth S. Stong, Chair of the Academy. The energy of Judge Stong was then matched by the keynote speaker, Paula Boggs, General Counsel of Starbucks, who encouraged attendees to treat *everyone* with respect and kindness (her job at Starbucks is in part thanks to her kind treatment of the mailroom clerk at her old firm!). Attendees next headed to a panel discussion about how to find and be a great mentor, in which panel members offered varied perspectives of two law firm partners, an assistant general counsel, and a diversity officer. One panel member shared the following advice that she gave to a protégé: when frustrat-

ed at work, female attorneys should ask themselves, “what would Bob do,” to give themselves the perspective on what their quintessential male counterparts would do in the same situation.

Now equipped with great advice, attendees headed to their choice of two breakout meetings—one focused on developing women’s initiatives in the workplace, the other on how to gain clients and develop business relationships. After the breakout meetings, attendees came back together for a keynote luncheon at which they heard inspiring words from the Honorable Ann Claire Williams. Judge Williams recounted her own experience of ending up in law school nearly by chance, working her way up in the prosecutor’s office, and becoming a federal judge at a very young age. She implored Academy attendees to “just say yes,” a strategy that has led her to an exciting and successful career.

Motivated by Judge Williams’ story, attendees heard from a networking expert about how to enjoy networking and use it to develop new business relationships. The session offered such practical advice as how to have an effective handshake and where to place a nametag at a professional function.

After a brief afternoon break, attendees heard words of wisdom from three women with extensive experience as general counsels of major corporations. The panelists spoke about what traits they look for in junior in-house attorneys, as well as what they expect from the external counsel they retain for their companies. The first day of the Academy rounded out with a networking reception honoring women corporate counsel and an evening dessert reception.

Day Two of the Academy began with a networking breakfast during which attendees from all over the country mingled and discussed their varied practices. They then engaged in self-evaluations during a career and leadership planning workshop. Led by a specialist in professional development, attendees identified their individual career goals and planned active steps for achieving those objectives. Armed with the tools to realize their goals, attendees headed into the final substantive session of the Academy, in which they learned how to negotiate effectively. An expert in alternative dispute resolution broke down the steps to successful nego-

tiating, including identifying your goal and the reasons for that goal.

The Academy culminated with a luncheon at which Kathleen Kennedy Townsend shared personal stories about being a woman who is passionate about her legal and political work in a family dominated by powerful male politicians.

Attendees left the Academy inspired to be the most effective attorneys and leaders they can be and motivated by the knowledge that as female attorneys they are not alone.

If you or your affiliate would like more information on WILL or would like to share your thoughts, please visit [www.abanet.org/yld/summits](http://www.abanet.org/yld/summits). 



Griselda Vega is the ABA YLD Summit Coordinator and practices law with Columbia Legal Services in Yakima, Washington.



Rachel Reingold Mandel practices with the firm of Tyler Cooper & Alcorn, LLP, in New Haven, Connecticut.

### Stars of the Quarter

Stars of the Quarter were given out at the ABA YLD 2007 Fall Conference in Charlotte to recognize the hard work and dedication of several outstanding young lawyers:

- Heather Anson, Oro Valley, Arizona, for recording a website training teleconference and filming videos of Council members;
- Danielle Barger, San Diego, California, for drafting estate planning document templates for the California implementation of the “Wills for Heroes” program;
- Chris Fortier, Vienna, Virginia, for writing articles for the 101 Practice Series and reinvigorating the Public Utilities, Telecommunications, and Transportation Committee; and
- Seth Levy, Los Angeles, California, for his assistance in planning the ABA YLD Midyear and Annual Meetings.

**CONGRATULATIONS!!**

## Springtime in Congress

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ference. As the ABA YLD Public Service Project for 2007–2008, the “Wills for Heroes” program provides basic wills to emergency first responders in the local community. Contact Dan McKenna at [mckennad@ballardspahr.com](mailto:mckennad@ballardspahr.com) for details.

### Hotel and Registration

The YLD Conference will be held April 16–19, 2008, at the Hyatt Regency Capitol Hill. The early bird and hotel reservation deadline is March 16. Additional information regarding registration, hotel accommodations, and programming can be found at [www.abanet.org/yld/spring08](http://www.abanet.org/yld/spring08).

See you in our nation's capital this April! 

### For More Travel Information . . .

#### Air Transportation:

Reagan National Airport (DCA): [www.mwaa.com/national](http://www.mwaa.com/national)  
Washington Dulles Airport (IAD): [www.metwashairports.com/Dulles](http://www.metwashairports.com/Dulles)

Baltimore/Washington Airport (BWI): [www.bwiairport.com](http://www.bwiairport.com)

#### Public Transportation:

Metro/Bus/Rail: [www.wmata.com](http://www.wmata.com)

Metro System map: [www.wmata.com/metro/metro/systemmap.cfm](http://www.wmata.com/metro/metro/systemmap.cfm)

#### Tourism Links:

Cultural Tourism: [www.culturaltourismdc.org](http://www.culturaltourismdc.org)

Smithsonian Museums: [www.si.edu](http://www.si.edu)

National Gallery of Art: [www.nga.gov](http://www.nga.gov)

Holocaust Museum: [www.ushmm.org](http://www.ushmm.org)

Spy Museum: [www.spymuseum.org](http://www.spymuseum.org)

White House Tours: [www.whitehouse.gov/history/tours](http://www.whitehouse.gov/history/tours)

Comprehensive site for links to museums, monuments, parks, and more: [www.thedistrict.com/placestogo.html](http://www.thedistrict.com/placestogo.html)

## Young Lawyers

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congressional representatives. “ABA Day is critical because it highlights all of the hard work the Association is doing year-round to track and support causes which are important to lawyers, [such as] the rule of law, our judiciary, and the rights of Americans,” says ABA YLD Chair Justin Goldstein. According to Goldstein, young lawyer participation in ABA Day has been steadily increasing.

ABA YLD members have an even greater incentive to participate in ABA Day 2008 as the ABA YLD's annual Spring Conference in Washington, D.C., will begin immediately after the conclusion of ABA Day. Therefore, young lawyers who plan to attend the Spring Conference can simply arrange to arrive in the Capital City a day or two early to participate in ABA Day activities. As Goldstein sees it, ABA Day “is an opportunity [for young lawyers] to use [their] contacts to get the ABA's message out and to offer legal expertise to assist on issues before Congress.”

Because meeting with congressional members is the focal point of ABA Day, early preparation is critical. Those who plan to attend ABA Day should be sure to schedule their Capitol Hill visits well in advance of the event. ABA Day attendees should also try to coordinate their efforts with others from their state or local bar organizations. In addition, it is important for ABA Day attendees to participate in the various information sessions provided during ABA Day itself, which will help attendees prepare for meetings with their congressional representatives.

The ABA's Governmental Affairs Office is available to guide ABA members in scheduling meetings with members of Congress, and the ABA's website is replete with information about ABA Day 2008, including resources for scheduling and preparing for Capitol Hill visits. To register for ABA Day 2008 online, go to [www.abanet.org/poladv/abaday08/home.shtml](http://www.abanet.org/poladv/abaday08/home.shtml). 

## Midyear Meeting Assembly

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at [www.abanet.org/yld/assembly](http://www.abanet.org/yld/assembly). Please remember to print and bring a copy of the resolutions to the meeting as copies will not be available at Assembly. You will need your ABA YLD Midyear Meeting name badge and delegate ribbon to vote during Assembly. For a quick reference on how Assembly will be conducted, it may also be helpful to print out the On Site Check-In Flow Chart available at [www.abanet.org/yld/assembly](http://www.abanet.org/yld/assembly) before arriving.

The Assembly Clerk and the Credentials Team will be available to assist attendees at the Delegate Certification table located on the Lobby Level of the Beverly Hilton Hotel. Please remember to visit [www.abanet.org/yld/assembly](http://www.abanet.org/yld/assembly) to view new information about Assembly as it becomes available. We look forward to seeing you there!! 

## Around the Country

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Children's Assistance Fund, to sponsor children's waiting rooms in courthouses throughout the state of Illinois. The waiting rooms provide an area apart from the usual business conducted in the courthouse to distract children from the often difficult reality of court activity, particularly in criminal cases involving a relative of the child. The waiting rooms are stocked with toys, televisions, DVD players, games, and movies. This year, the ISBA helped develop a DVD entitled “How to Guide to Setting up a Children's Waiting Room,” which will be available to all counties in Illinois. The ISBA council also gives grants to various counties wanting to set up waiting rooms.

Since 2000, the ISBA YLD's Children's Assistance Fund has expanded its support for local children's organizations to sponsor programs related to the law, including the Big Shoulders Fund, Horizons for Youth, Youth for Tomorrow Mentoring Program, the South Suburban Family Shelter, the West Humboldt Park Center for the Performing Arts, and the Women's Treatment Center. To raise money for the Fund, the ISBA hosts an annual holiday party and the ISBA YLD Annual Golf Classic, which involves a fun-filled day of golf, CLE credit (“How to Build Your Client Base—Without Landing in an Ethics Sand Trap”), and silent auction. Annually, the ISBA YLD raises approximately \$70,000 for the Fund.

### Great Things Are Happening in Tennessee

The *Tennessee Bar Association YLD* (TBA YLD) has been quite active in the new bar year. It recently hosted its summer meeting to outline its agenda for the year and develop new ideas and projects for its members. The meeting held in Chattanooga, Tennessee, was well attended with forty-three active board members present. The affiliate's most ambitious project this year is to redesign and retool its CLE seminars. It has decided to reinstitute a one-day CLE program in all major cities across the state to assist young lawyers transition into the practice of law. The seminar will be titled, “The New Lawyer Experience: Bridging the Gap Between Preparation and Practice,” and will offer two tracks—litigation and entrepreneurial—for young attorneys. Senior attorneys throughout the state will provide CLE programming and share time with the new attorneys, formally welcoming them into the Tennessee Bar Association and the practice of law. The seminar will also include a writing workshop for lawyers, with a live presentation and a distance learning component through video conferencing.

In addition to this new initiative, the TBA YLD hosted trial practice seminars for young lawyers in Memphis, Nashville, Knoxville, and Chattanooga in December. In March 2008, it will also hold a transactional practice seminar in Nashville with distance learning to other major outlets, and an ethics seminar is planned for May 2008. Recently, the TBA YLD also developed and implemented a mentoring program for young attorneys.

The TBA YLD continues to develop its partnership with CASA to provide assistance and resources to agencies throughout the state; the YLD presented an award to its CASA volunteer of the year at its midwinter convention in January. The affiliate also continues to produce the “Building Healthy Re-

lationships” program for high school students throughout the state, which encourages students to become educated and make good choices regarding marriage and relationships.

While the TBA YLD's district representatives are coordinating service projects for a public service day to be hosted in conjunction with Law Week this spring, the TBA YLD's various committees are also busy planning programs for the YLD's membership:

- The YLD has formed a *Voter Awareness Committee* that will prepare a pamphlet and CD presentation on voter's rights to educate the public generally about the voting process. The materials will be available on the TBA YLD website and will be distributed in high schools throughout the state.

- The TBA YLD *Membership Committee* is working to assure that the YLD's numbers remain strong and is currently contacting young lawyers individually across the state to urge them to renew their memberships. The Committee is also in the process of scheduling annual law student receptions at various law schools throughout the state to encourage students to participate in the bar association. In addition, the TBA YLD will host receptions and events throughout the year in each of the state's major cities to encourage participation in the YLD. Finally, following the swearing in of new bar admittees in November, the Membership Committee conducted a membership drive for new lawyers to let them know about the benefits of joining the Tennessee Bar Association.

- The TBA YLD *Disaster Relief Committee* recently completed revisions to the TBA YLD's disaster relief manual and published the updates on its website. This year, the Disaster Relief Committee is working to put together a network of contacts to ensure that the information and resources available through the disaster relief handbook can be easily distributed in the event that disaster does strike.

- The affiliate's *Mock Trial Committee* is also hard at work developing this year's mock trial problem and coordinating the statewide competition, which will take place in Nashville in March.

The *Knoxville Barristers* are diligently seeking out and volunteering with numerous ongoing public service and professional outreach projects, including a used cell phone drive to benefit victims of domestic violence, a clothing drive to benefit a local women's shelter called Safe Haven, a school supplies drive to benefit Child Help, and mock job interviews at the Knox Area Rescue Ministries. In addition, the Barristers' tireless Hunger and Poverty Relief Committee coordinates and staffs two Mobile Meals' routes each week and coordinates and staffs one workday per month at Knoxville's Second Harvest Food Bank. The Volunteer Breakfast Committee prepares and serves breakfast at the Volunteer Ministry Center on the fourth Thursday of every month, and the Barristers' Habitat for Humanity Committee volunteered for a day of roofing and preparing interior walls at a local Habitat house under construction. Upcoming projects include a coat drive and a Salvation Army Angel Tree.

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To highlight the achievements and successes of your affiliate, please send updates of member service or public service projects and related pictures to [the.affiliate@yahoo.com](mailto:the.affiliate@yahoo.com). We look forward to recognizing your projects in future editions of *The Affiliate* and may even use them to lay the foundation for national outreach! 

### February/March 2008 ABA YLD Calendar

FEBRUARY 15, 2008

**DEADLINE TO APPLY FOR ABA YLD 2008–2009 APPOINTMENTS**

Want to get involved? Here's your last chance for 2008–09: [www.abanet.org/yld/appointments](http://www.abanet.org/yld/appointments)

MARCH 13, 2008

**ANTI-KICK BACK LAW BASICS**

[www.abanet.org/cle/programs/t08alb1.html](http://www.abanet.org/cle/programs/t08alb1.html)

APRIL 16–19, 2008

**ABA YLD SPRING CONFERENCE IN CONJUNCTION WITH ABA DAY AND THE ABA SECTION OF LITIGATION ANNUAL CONFERENCE**

WASHINGTON, D.C.

For more details, visit [www.abanet.org/yld/spring08/home.shtml](http://www.abanet.org/yld/spring08/home.shtml)

- Expand your network: Meet 300 young lawyers from around the country.

- Sharpen your legal skills: Earn CLE credits.

- Discuss how the profession can become more inclusive by attending the “Diversity: The Next Generation” Summit.

- Help local first responders: Do pro bono work by implementing Wills for Heroes.

APRIL 24, 2008

**FUNDAMENTALS ON PHYSICIAN REPRESENTATION**

[www.abanet.org/cle/programs/t08fpr1.html](http://www.abanet.org/cle/programs/t08fpr1.html)

MAY 21, 2008

**PROBATE IS DEAD**

[www.abanet.org/cle/connection.html#may](http://www.abanet.org/cle/connection.html#may)

MAY 22, 2008

**PRIMER ON ISSUES FACED BY TAX-EXEMPT HEALTHCARE ORGANIZATIONS**

[www.abanet.org/cle/programs/t08pif1.html](http://www.abanet.org/cle/programs/t08pif1.html)

JUNE 19, 2008

**FUNDAMENTALS OF MANAGED CARE**

[www.abanet.org/cle/programs/t08fmc1.html](http://www.abanet.org/cle/programs/t08fmc1.html)