

The
aFFILIATE

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They Call Her Lizz: An Interview with 2008–2009 ABA YLD Chair Elizabeth K. Acee

By Josiah J. Puder



2008–2009 ABA YLD Chair
Elizabeth K. Acee

The ABA YLD's new Chair, Elizabeth K. Acee, will be officially installed at the conclusion of Assembly during this year's ABA YLD Annual Meeting in New York. From a brand new public service project to a unique partnership with National Public Radio (NPR) and StoryCorps®, Acee's plans are ambitious and expansive for the coming year.

showed up. The success of that program was recognized by the ABA YLD, which selected "Gender and Credibility" to be presented at a national conference. Acee hasn't missed an ABA YLD meeting since.

Plans for 2008–2009

In addition to this year's public service project, Acee will focus her energies on a mentorship project that is aimed at harnessing the enormous resources available to the Division. This means building on the success of the Division's many existing mentorship programs and resources and highlighting the benefits of mentorship through the ABA YLD's innovative StoryCorps® partnership.

StoryCorps® is a collection of unique recordings that are housed in the Library of Congress. By creating oral histories of its members' mentorship experiences, the ABA YLD hopes to preserve and pass along the unique and touching relationships whose bonds often survive many generations and contribute to the footprint that each history makes in our collective experience. Acee herself has a unique story that she will be recording for the project. In 1953, her father-in-law, Dick Bowerman, was YLD Chair and went on to become a name partner in the predecessor to her current law firm.

Acee has also created a partnership with Ken Young and Barbara Mayden, two former leaders of the ABA YLD, to provide programming and consulting to the Division at its conferences. Mayden, a former Chair of the ABA YLD circa 1986,

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

same-sex domestic violence, a topic often overlooked by the mainstream media. "I wanted to pick a public service project that was true to my bar association roots," says Acee, who implemented some unique programming in Connecticut while she was Chair of the Connecticut Bar Association's Women in the Law Committee. One program, entitled "Gender and Credibility," was initially put together as a small "brown bag lunch program," recalls Acee, and before she knew it 150 women

A Conversation with Incoming ABA President H. Thomas Wells, Jr.

By Mercedes Pino

At the ABA Annual Meeting in New York, August 7–12, 2008, H. Thomas (Tommy) Wells, Jr., will be sworn in as the new ABA President for 2008–2009. Wells, a partner and founding member at Maynard, Cooper & Gale, P.C., in Birmingham, Alabama, agreed to share his thoughts on young lawyers and his goals for the upcoming year.

The Affiliate: Mr. Wells, when did you first become involved in the ABA?

Wells: Though I became a member of the ABA right out of law school, the first ABA meeting I ever attended was the 1985 Washington/London Annual Meeting. My wife, Jan, and I went mainly because we had never been to London. In fact, we didn't even go to the Washington portion of the meeting. We took a Litigation Section-sponsored pre-meeting tour of Scotland and Ireland and loved the other people we met. We decided then and there that if the ABA involved great people like those we had befriended, we would get more involved.

The Affiliate: Have mentors been an important part of your legal career and ascension through the ABA ranks?

Wells: Absolutely. My first job

after graduation was in the Air Force General Counsel's Office in the Pentagon, where I was assigned to the environmental and real property section. I didn't know much about real property, and nothing about environmental law, but the Assistant General Counsel, Grant Reynolds, helped me through that transition. When I returned to Birmingham in 1977, I was fortunate to have two mentors, Fournier "Boots" Gale and Lee Cooper. Both helped me immensely in learning what it was to practice law, and both also encouraged my participation in bar activities. Lee, of course, eventually served as ABA President from 1996 to 1997.

The Affiliate: Were you given any advice as a young lawyer that you reflect back on now as being particularly useful?

Wells: As a part of my mentoring, both Lee and Boots firmly believed that when a lawsuit was finally over, you should be able to go out and have a drink with your opposing counsel, because you were surely going to see them again.

The Affiliate: Why did you decide to become ABA President?

Wells: It was an evolutionary process. I certainly never set out a path to be President. When I first got involved in the ABA, I had no aspirations whatsoever; I simply wanted to be

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2008–2009 ABA President
H. Thomas (Tommy) Wells, Jr.

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Upcoming in . . .

September/October

- Recap of 2008 ABA YLD Annual Meeting
- ABA YLD Chair "Welcome"
- 2008–2009 Public Service Project
- ABA YLD District Representative List

California Dreamin': Fall Conference Awaits You in San Diego!

By Melissa Dewey Brumback

Make plans now to attend the Fall Conference of the ABA Young Lawyers Division in sunny San Diego, California. The event, which will be held October 2–4, 2008, will feature opportunities to participate in young lawyer idea exchanges, chances to expand your network, and opportunities to sharpen your legal skills. All this—plus a chance to experience one of the nation's most vibrant and active cities, engage in shopping sprees and sun worship, see giant pandas, and even visit Mexico!

Outstanding CLE and Professional Development Programming

As usual, the Fall Conference will feature a wide variety of courses to help you meet your annual CLE requirements and sharpen your legal skills. A featured CLE will be the "Supreme Court Update" by Erwin Chemerinsky. Professor Chemerinsky is a renowned constitutional scholar and founding Dean of the new University of California–Irvine School of Law and has argued extensively before the United States Supreme Court. In addition, following up on last year's litigation focus, ABA YLD conferences will host an "Anatomy of an Appeal" series throughout the year that will walk participants through the steps of the appeal process. The Judicial Division will also host an ethics CLE entitled "Judging You: Your Etiquette Before a Judge, In and Out of Court." The Conference's Friday programming will include a special "Welcome to San Diego: Lunch with Local General Counsels" program and a session covering "The Basics of Business Entities." Other programming is in the works but had not been confirmed as of press time.

One-on-One Counseling

The legal placement firm Young Mayden (www.youngmayden.com) will host a mentoring presentation at the Conference, after which it will provide one-on-one career consultations to attendees. This will be

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

On the Road with Justin Goldstein



Justin Goldstein is Chair of the ABA YLD and practices with The Halpern Group in Springfield, New Jersey.

The weather is getting warm and that means summer is here. This is the time when many young bar leader positions turn over. So, congratulations to all the new chairs, chair-elects, and council members. To take advantage of all the ABA YLD has to offer, don't forget to update your affiliate leaders' contact information at www.abanet.org/yld/affiliateleaders/update.html. Please make sure you use the resources that the ABA YLD

provides to help make your year a success. To all outgoing chairs, I applaud your efforts, appreciate your support, and wish you all the best in your future endeavors.

I recently had the privilege of attending the Michigan State Young Lawyers Summit. This meeting was the first of its kind to attempt to get all Michigan young lawyers to a central location for education, affiliate, and networking programs. Special thanks to Bob Fergan, Carlos Escurel, Tim Gardner, Jr., Maureen M. McGinnis, Danielle Mason Anderson, and Jaime Low for their hospitality.



Justin attended the first of its kind Michigan State Young Lawyers Summit.

Next, it was off to Belgrade, Serbia, for the Annual General Meeting of the European Young Bar Association (EYBA). The Serbian young lawyers were wonderful hosts, and it was incredible to hear about their struggle to form a new govern-



Serbian young lawyers hosted the Annual General Meeting of the European Young Bar Association in Belgrade.

ment. The ABA Rule of Law Initiative and program in Europe and Eurasia (known as CEELI) is providing important support to train judges and government officials in Serbia. It was a privilege to be the only American young lawyer in attendance at their Annual Meeting, and I greatly appreciate the warm welcome from all of EYBA's officers (www.eyba.org). It was particularly amazing to hear the perspectives of young lawyers from around the world, including the requirements necessary to become a foreign lawyer and their different events and programs.

On my return from Serbia, I spent one night in Paris where I was given a tour of the Palais de Justice by one of the Secretaries de la Conference du Stage du Barreau de Paris. La Conference is a 200-year-old tradition in which twelve young lawyers are selected through a speech competition to

perform pro bono representation for the most serious criminal cases. For more information about this unique experience, go to www.laconference.net (warning: it is in French).

Next, it was off to the Pennsylvania Bar Association Annual Meeting to participate in the passing of the gavel to incoming YLD Chair Ryan Blazure.

As we begin to wrap up the 2007-2008 bar year, I would like to thank again our ABA YLD staff for all their efforts in making this year such a success. And, thank you to all the bar leaders who participated in our ABA YLD events and who continue to work toward improving the legal profession by serving our community. Finally, thank you to all volunteers who worked tirelessly to make this year a success. I am looking forward to wrapping things up August 7-10 in New York City and hope you are there to help celebrate our accomplishments and welcome incoming ABA YLD Chair Lizz Acee. 



On a stopover in Paris, Justin toured the Palais de Justice.

Spotlight on the National Lesbian and Gay Law Association: Promoting Justice In and Through the Legal Profession

By Josiah J. Puder

The recent decision by the California State Supreme Court that same sex couples must be allowed to enter into state-sanctioned marriages with the same rights and privileges as opposite sex couples highlights the unique position of the National Lesbian and Gay Law Association's (NLGLA) role in shaping some of the most controversial and important legal issues of our time. As *amici* in the California case, the NLGLA played a crucial role in arguing that gay and lesbian couples should receive the same treatment under the law as their "straight" counterparts. As one of the largest gay, lesbian, bisexual, and transgender organizations in the United States, and the largest of its kind consisting exclusively of attorneys, the NLGLA has much work to do to support its membership of approximately 1,200 lawyers, judges, law students, and other legal professionals and lift the long-standing bias and stigmas against its community.

Founded in the late 1980s and formed as an affiliate of the ABA in 1992, the NLGLA's mission is to promote "justice in and through the legal profession for the LGBT [lesbian, gay, bisexual and transgender] community." With various voluntary member bar associations across the country, the NLGLA has dramatically increased its membership over the course of the last ten years and most recently has developed a strategic plan, which it hopes will address its rapid expansion and evolution into a dynamic and strong organization capable of providing information, support, and a voice to its diverse membership.

Although the NLGLA does not have a young lawyer division, its current national President, Laura J. Maechtlen, is herself a young lawyer. In addition, many of the NLGLA's officers are also young attorneys who have moved up rapidly in the organization's ranks. Maechtlen, an associate in the San Francisco office of Seyfarth Shaw LLP practices employment litigation and traditional labor law. As is the case with many bar leaders, Maechtlen's leadership path was forged by her involvement in issues that meant a great deal to her. Maechtlen wants her term in office to be strongly guided toward improving the quality of life for the lesbian, gay, bisexual, and transgender (LGBT) legal community and implementing NLGLA's strategic plan that was passed recently. This plan includes unifying all affiliates, introducing improved programming, tackling some of the major issues of our day such as same sex marriage rights, and building up a more expansive volunteer structure.



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

While the NLGLA has its annual meeting in conjunction with the ABA, the corner-

stone of its programming is the Lavender Law Conference. Lavender Law offers all of the programs and events one would expect from a national bar association such as informative CLEs, prominent speakers, and administrative meetings. Its Career Fair, however, is unique in the realm of bar meetings. At this year's Fair, roughly 150 law firms will descend on San Francisco to actively seek and recruit law students and lawyers for positions within their firms. With many firms implementing expansive and more inclusionary diversity practices, Lavender Law provides a meeting point where LGBT attorneys can feel comfortable about their identities from the very beginning.

"There is a big push to diversify in law firms," Maechtlen says. She has experienced this initiative first hand at her firm, where she says, "they have been stellar in their support" for her work on behalf of the NLGLA legal community. While Maechtlen is responsible for the strategic direction of the organization, the tough job of implementing and managing the NLGLA's expansion falls on the NLGLA's Executive Director, D'Arcy Kemnitz, an attorney with more than twenty years experience working in the nonprofit arena and the social justice movement. Based out of Washington, D.C., Kemnitz's most recent credit includes helping the NLGLA win recognition in the form of an award from the National Association for Law Placement (NALP) for its work during Lavender Law and throughout the year. Calling the NLGLA an "organic, grass-roots organization," Kemnitz still sees the "extraordinary bias in the profession" as documented in a recent Sexual Orientation Task Force Report by the Washington, D.C., Bar.

The NLGLA's representative to the ABA YLD, Mario Sullivan, practices general litigation and landlord-tenant law in Chicago. Sullivan, who works at a law firm headed by a gay attorney, first became involved in the NLGLA by attending Lavender Law. Sullivan's role within the ABA YLD is to represent the NLGLA at the ABA YLD Assembly and to sponsor, introduce, or support resolutions the organization finds favorable. Sullivan is also tasked with the responsibility of assisting in the implementation of the ABA YLD's Diversity Plan. When asked why the NLGLA does not have a young lawyer division, Sullivan says he thinks the goals of the NLGLA in fighting discrimination resonate with and are similarly pertinent to both young and senior lawyers alike. Both Sullivan and Maechtlen, however, think a YLD component to the NLGLA is something to be considered in the coming years as the organization restructures and grows.

The NLGLA's 2008 Lavender Law Conference will be held in San Francisco from September 4-6. For more information on the NLGLA's strategic plan or to become involved with the NLGLA, please visit www.nlgl.org or contact the organization's ABA YLD representative, Mario Sullivan, at mario@peteranthonyjohnson.com. 

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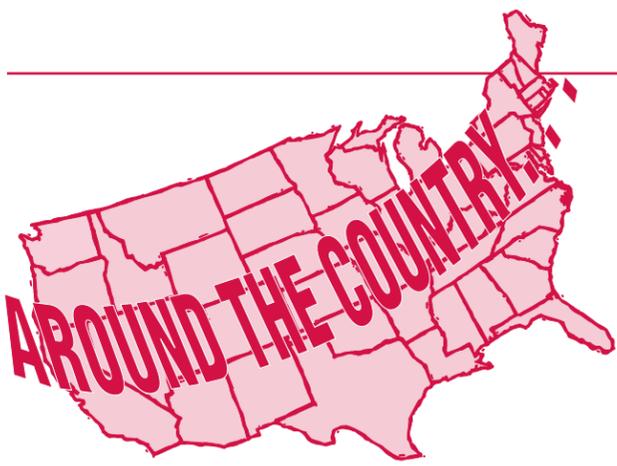
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In addition to conveying information to bar leaders around the country as to events, meetings, subgrants, and other resources offered through the Young Lawyers Division, *The Affiliate* seeks to inspire new projects through feature articles highlighting individual affiliate projects and persons involved in public service and membership support. Submit your questions, comments, and suggestions to the editors of *The Affiliate* at the.affiliate@yahoo.com.

For information about services and resources available to affiliates through the ABA Young Lawyers Division, contact Jill Eckert McCall, ABA YLD Director, at 312/988-5614 or mcalls@staff.abanet.org.

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Compiled by Rachel E. Kopp

As July melts into August, ABA YLD affiliates continue to give back, provide outreach in their communities, promote leadership, and meet the judges.

Giving Back

Young lawyers in the **Allegheny County Bar Association (Pennsylvania) YLD** recently implemented the "Very Important Papers Project" (VIP) to provide legal education to low-income elderly residents in and around their county. Presentations are made at senior citizen high-rises, libraries, YMCAs, hospitals, and other facilities as well as to senior citizen organizations such as AARP. Topics covered include fraud and the elderly, powers of attorney and living wills, the testate process, and information about how to plan for family issues. A recent article on this program ran in *Today's Attorney*. For more information on this project, please contact Hillary Snyder at hillary@alleghenyattorneys.com.

The **Wisconsin State Bar YLD** collects gently used professional clothing on a continual basis and donates it to organizations that provide clothes to individuals who need support and assistance in interviewing for jobs. Donations have been made to the Salvation Army Homeless Shelter, the Head Start New Home Program, and the Community Action Coalition for South Central Wisconsin. The YLD also assists various county bar associations and other organizations in conducting their own clothing drives.

Since October 1988, the **Utah State Bar Association and its YLD** have sponsored a free legal advice program in Salt Lake called the "Tuesday Night Bar" to assist the public in determining their legal rights. Approximately 1,100 individuals meet with volunteer attorneys each year for a brief one-on-one consultation at no cost. The Utah Young Lawyers also provided wills for 200 first responders and their spouses at a "Wills for Heroes" implementation in Salt Lake City. Close to 100 volunteer lawyers and more than 60 notaries helped participants complete the necessary paperwork.

The **Philadelphia Bar Association YLD** raised \$37,000 at its third annual "Comedy Night." The fundraiser benefitted the Philadelphia Bar Foundation, the charitable arm of the bar association that provides funding to thirty local organizations which offer direct legal services to those struggling with poverty, abuse, and discrimination. Over 250 people attended the event, which featured the comedy of Lynne Koplitz of *Comedy Central Presents* and Doug Benson of NBC's *Last Comic Standing* and VH1's *Best Week Ever*. The YLD also collected ties for the Philadelphia Comprehensive Center for Fathers' "Work-N-Style for Men" program. "Work-N-Style" is the only men's clothing referral program in the tri-state area that provides low-income fathers in Philadelphia with ready-to-wear clothing for interviews, court hearings, and special events.

The **North Carolina Bar Association YLD** recently held its second successful "Wills for Heroes" event at Wake Technical Community College in Cary. At the event, sixty-one volunteers provided ninety-nine wills for first responders including policemen, firefighters, and AMTs. The YLD also conducted a "Wills for Heroes" program on Saturday, July 19, in Salisbury at the Rowan County Rescue Squad Building. For more information, visit www.nccbar.org/news/1/3010/index.aspx.

The Disaster Relief Committee of the **South Carolina Bar YLD** hosted a disaster relief and preparedness training session/CLE at the Charleston School of Law, Charleston. This second annual event brought in prominent guest speakers from around the country, including Craig Cannon, the ABA YLD National Coordinator for Disaster Legal Services, Beth Abramson a young lawyer who helped Louisiana citizens after Hurricanes Katrina and Rita, and John Eidelman of Disaster Legal Services Corporation in Washington, D.C., as well as Lynda Lowe of FEMA, Mayor Joe Riley of Charleston, and John Berzins, Manager of Training and Exercises for the State of South Carolina Emergency Management Department. Attendees were provided with a compilation of excellent reference materials for this CLE entitled "Are You Prepared? Issues Facing Attorneys and the General Public During Times of Disaster."

The South Carolina YLD also sponsored a wills clinic in Sumter where volunteers prepared health care powers of attorney and living wills free of charge for first response emergency personnel. More than fifty first responders attended the clinic. The clinic was organized by Brian Knowles, chair of the Wills Clinic Committee. Other volunteers included Tom Andrews, Cindy Coker, James Hinson, Angie Kohel, Peter Kouten, Brett Lamb, Dave Mason, J. Thomas McElveen III, John Moorman, Richard W. Turner, Jr., and Ginny Nissen Waller.

Community Outreach

The **Washington State Bar Association YLD** Membership Committee hosted a three-part series on opportunities for young lawyers to get involved in the electoral process. The Committee is also taking a trip to wine country in Yakima, Washington, to host a CLE at the Silver Lake winery on September 13, followed by wine tastings and river rafting the next day.

The **Albany County (New York) Bar Association Young Lawyers Committee** held its "Second Annual Bike Safety Day" on June 25, where young lawyers assisted with a bike safety clinic at a local mall.

To mark the fiftieth anniversary of Law Week, young lawyer volunteers from the **Philadelphia Bar Association YLD** provided free legal advice, visited Philadelphia public school classrooms, took students to court, welcomed new American citizens, and more, with the theme, "The Rule of Law: Foundation for Communities of Opportunity and Equity." The week of legal services also encompassed the nationally recognized Law Day, which on May 1 celebrated its fiftieth year. Law Week activities included "Lawyer in the Classroom," "Legal Line," "The Trials of Goldilocks and the Big Bad Wolf," a naturalization ceremony, and "Lawyer for a Day." Young lawyers also participated in *Legal Advice Live!*—a free, daylong ask-a-lawyer event held on historic Independence Mall.

The **North Carolina Bar Association YLD** held its annual "Art by Lawyers Silent Auction" at the Annual Meeting in Atlantic Beach, North Carolina, in June. Lawyers, legal staff, and law students from around North Carolina contributed their artwork to this event.

In July, the **Denver Bar Association YLD** held its "Fourteenth Annual LAF Wine Tasting" to benefit the Legal Aid Foundation.

The **Palm Beach County (Florida) Bar Association YLS** distributed toys and candy to children at St. Mary's Children's Hospital in April.

In conjunction with Community Law Week (the first week in May), **South Carolina Bar YLD** representatives throughout the state held simultaneous projects, such as the "Children's Book Drive," "DSS Playroom," "Kids' ID/Fingerprinting," "Lawsuits," and "Speakers in Schools." Approximately 250 South Carolina Bar members and members of the general public kicked off the week with a musical evening called "Justice Jam." The talented musicians of the Ron Dunbar Band, The Reprieves, Los Bastardos, Sugar Daddy, and The Joe Good Band played into the wee hours of the morning, ending with a crowd-pleasing rendition of "Knocking on Heaven's Door." The event's silent auction and concert entrance fees raised over \$2,100 for the South Carolina Bar's Pro Bono Program.

Each March, the **South Carolina Bar YLD** participates in the "Cinderella Project," which works with high schools and various other organizations to provide prom dresses, accessories, make up, and donated limo service and dinner for two to socially and economically disadvantaged students so that they can fully enjoy their prom experience. Young lawyers set up boutiques across the state where the girls can pick out dresses and enter for a chance to win the donated prizes. This year, over 300 girls attended "Cinderella Boutiques" in Greenville, Aiken, and Columbia, South Carolina.

The **Chicago Bar Association YLS**, in conjunction with other organizations, recently released five video segments for the general public containing legal information regarding mortgage foreclosures. The videos and a related pamphlet will be available in both English and Spanish. The YLS also recently held a well-attended seminar before the judiciary on professionalism and the standard of professional conduct featuring Judge William Bauer, Judge Marvin Aspen, William Conlon of Sidley Austin LLP, and Andrea L. Zopp from Exelon Corporation.

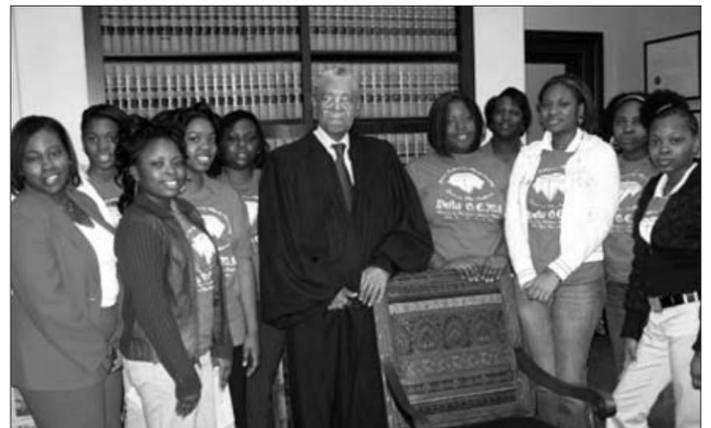
Future Leaders

In the spring, the **Kentucky Bar Association New Lawyers Section** conducted a pilot program implementing its "U@18" program, which is designed to teach high school seniors the responsibilities of becoming adults. Besides creating a program book, the Section drafted sample lesson plans for teachers. At the NLS's annual luncheon on June 19, the Section recognized Lexington attorney LaToi Mayo as the recipient of the 2008 Outstanding Young Lawyer Award. The Section also recognized the recipients of several \$500 bar-study scholarships at each of the state's three law schools.

The **South Carolina Bar YLD** kicked off its first-ever Leadership Academy in April with a CLE entitled "Lawyers as

Legislators." Members of the South Carolina Assembly spoke to thirteen young lawyer leaders about the difficulties and benefits of practicing law and politics. The House and Senate then recognized each of the young lawyers on the floor of their respective assemblies. The young lawyer leaders were selected by a YLD committee and approved by the Board of Governors from a select group of applicants, who have been practicing law from four-to-seven years and have taken at least some active role in YLD governance such as actively serving on a committee, or elected as a circuit representative or officer. Session Two (held in Charleston in May) provided both an attorney and judicial perspective on professionalism in the legal profession, including loyalty and commitment to clients, courtesy to opposing counsel, candor with the court, and a devotion to the public good.

This year, the South Carolina Bar YLD also provided a \$500 subgrant to the Delta GEMS project led by Tiffany Spann-Wilder, Vice-Chair of the South Carolina Bar YLD. Eight young ladies from the Delta GEMS group of the Charleston Alumnae Chapter of Delta Sigma Theta Sorority, Inc. participated in learning about the legal profession. The project began with a tour of the Charleston County Detention Center. The students then watched the ABA's *Choose Law* video at the Spann-Wilder Law Firm, LLC and were addressed by two paralegals regarding their scope of work in the legal profession. The group also was given a guided tour of South Carolina State University, a night at the new Columbia Hilton Hotel, and a tour of the Matthew J. Perry, Jr. Federal Courthouse. The ladies also observed Judge Perry in action as he accepted a guilty plea and met him afterwards. The tour ended with a tour of Columbia College, where two seniors were offered fee waivers to apply, and a stop at the Statehouse where the group met with Senator Robert Ford, who represents the area where the majority of the students live and go to school.



Eight young ladies from the Delta GEMS group of the Charleston Alumnae Chapter of Delta Sigma Theta toured the Matthew J. Perry, Jr. Federal Courthouse and observed Judge Perry in action.

The **Missouri State Bar Association YLS** maintains a database of law-related education projects, including programs for elementary students ("Junior Judges: Helping Kids Make Smart Choices"), middle school students ("Crossing the Line: *continued on page 7*

Don't Forget . . .

August 7–12, 2008

ABA YLD ANNUAL MEETING
New York, NY

For additional information:
www.abanet.org/yld/annual08

August 28, 2008

Deadline for National Outstanding Young Lawyer Award

For additional information:
www.abanet.org/yld/awards/oyla/oyla.shtml

October 2–4, 2008

2008 ABA YLD Fall Conference
San Diego, California

Make your hotel reservation and register by September 3.
For additional information:
www.abanet.org/yld/fall08

February 12–14, 2009

ABA YLD Midyear Meeting
Boston, Massachusetts

For additional information:
www.abanet.org/yld/meetings.html



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Revitalizing Is Easier Than Resurrecting— How to Jump-Start Your Affiliate

By Dustin K. Hunter

Participation has dropped off, membership has declined, and meetings may or may not have a quorum. What is going on? Have no fear, your affiliate young lawyer organization is likely not dying; it may just need a jump-start.

Michael Pellicciotti, ABA YLD Membership Director and a member of the Washington State Bar Association Young Lawyers Division Board of Directors, recognizes that these problems may have many causes. But Pellicciotti has observed that problems with membership, recruitment, and morale often stem from an organization's loss of focus on key objectives that results in pulling young lawyers in many directions, including between different bar organizations.

Specifically, Pellicciotti believes that some troubles suffered by affiliate organizations may be the result of the organization straying from its intended purpose. "When people stop showing up, it is probably the result of one of two things: (1) the social events, activities, and opportunities for service are not being effectively communicated; or (2) what is being communicated to the membership is not attractive to them and does not meet their needs," Pellicciotti says. "There is a lot of competition out there both internally in bar organizations and between bar organizations. What we need to do is to go back to the basics, examine our mission statements, and see what actual member benefits we can provide to our members." If you begin to notice the above-mentioned symptoms in your affiliate, following the steps below can help jump-start your organization.



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

Listen to Your Members

Before you can make a determination as to what can or should be done to reinvigorate your affiliate, you need to conduct a detailed self-assessment of your organization. Each affiliate organization has different things to offer and different needs to be addressed by and for its members. "Volunteer leaders are involved because of their firm belief

in the objectives of the association and a desire to contribute talent and effort toward realizing those objectives." Mark Frels, CAE, *Motivating Volunteers, Associations Now* (Nov. 2006). When there is a disconnect between the objectives of your members and those of the organization, members may feel disenfranchised, causing a decline in membership morale. "You should be asking your friends and colleagues [in the organization] what they are interested in, what can be done better, and what would make a difference to them because everyone has initiatives that they really care about," Pellicciotti suggests.

Other young leaders agree. "Opening this type of dialogue between leaders and members is an important step to revitalizing or reinvigorating affiliate organizations, as member contributions are vital to the organization's success," says Martha Chicoski, member of the ABA YLD Affiliate Assistance Team and member of the New Mexico State Bar Young Lawyers Division Board of Directors. According to Pellicciotti, "It is important, particularly for bar organizations with active service projects, to step back and evaluate them and ask the following questions: (1) for the amount of resources going into this project, are the results to the community and our members worth it? (2) Does this project meet our membership's needs?"

Take Action to Address the Issues

Once you have identified the unmet needs of your membership, you should immediately take action to fulfill those needs by tailoring events, projects, and activities to members' requests. Pellicciotti acknowledges: "It is always easier to provide a service that people have requested as opposed to coming up with a program and trying to get people interested in it. Remember that whether it is at the national, state, or local affiliate level, one of our primary obligations is to provide substantive benefits to our members." If you focus primarily on your members' needs, then increased membership numbers and activity levels will follow, because your affiliate will be providing a true service to its members.

In addition, you might want to consider partnering with other organizations to diversify the activities offered to your

members. "Often bars take up too much time competing with each other with the same programs, services, and efforts," Pellicciotti notes. By partnering with groups, such as another bar organization, a law school, or an entity completely unrelated to yours to create synergy, the overall effectiveness of the organization will be increased. "The point is that contacts will be made that will allow you to engage those outside of your normal circle of influence. Anything you can do to reach groups of attorneys outside of those that you normally come into contact with is very helpful to the health of your organization," advises Pellicciotti.

Ask for Help

The ABA YLD's Affiliate Assistance Team is the ABA YLD's primary tool for providing assistance to affiliated young lawyer organizations and can be an indispensable resource for young bar leaders. "The Affiliate Assistance Team is more than willing to help an affiliate organization in any way possible," says Martha Chicoski, ABA YLD Affiliate Assistance Team member.

The Team can provide affiliates with specialized training, templates, and resource materials, including the *Bar Leader Handbook*, to help affiliates trying to jump-start their organizations and address membership issues. You can also use resources from the ABA Division for Bar Services, which serves as the primary link between the ABA and other bar associations and provides education, training, and management support services for bar leaders. For more information, visit www.abanet.org/barserv/home.html.

Addressing issues in your organization as they arise will help to preserve the future of your affiliate. When faced with membership challenges, the most important thing to remember is that your organization is too valuable to its members to give in to the challenge. It is much easier to jump-start an affiliate organization than to allow it to die and have to resurrect it at a later date. So talk to your members, ask for help, and get going.

Additional resources for your affiliate organization can be found on the ABA YLD website at www.abanet.org/yld/affiliate.shtml. 

ABA YLD Co-Sponsorship 101

Frequently, the ABA YLD is approached by other ABA and non-ABA entities to co-sponsor programs and publications. The Division also extends co-sponsorship invitations of its own.

When considering whether co-sponsorship is appropriate, the YLD looks for *relevance to young lawyers*:

- Does the publication or program provide instruction on a substantive area at the new lawyer level (basics, fundamentals, 101s, introductory and overview material)?
- Does the potential co-sponsor develop bar leadership skills or core skills such as public speaking, budgeting, effective writing, or ethics?
- Does the potential co-sponsor promote public service work, pro bono work, or diversity within the profession?
- Does the potential co-sponsor educate others about young lawyers?

If the answers to the above questions are yes, then the program or publication may be a match for co-sponsorship by the ABA YLD.

Fast Facts About YLD Co-Sponsorship:

- Co-sponsorship of non-ABA programs and projects is subject to approval by the ABA Board of Governors.
- The ABA YLD has its own guidelines and policies regarding co-sponsorships with entities outside of the YLD. These regulations can be found on the ABA YLD's website at www.abanet.org/yld.
- Co-sponsorship requests must be accompanied by the appropriate forms, which can also be downloaded from the ABA YLD website.
- Conflicts with other ABA YLD topics and meeting/conference or program dates are considered.
- Only the ABA YLD Chair can officially accept or extend co-sponsorship invitations.
- Proper planning and advance notice are key to a successful co-sponsorship.

For more information about how to secure an ABA YLD co-sponsorship, contact Program Associate Renee Lugo at lugo@staff.abanet.org.

New Mexico Junior Judges Make Smart Choices

By Georgene Lewis

The State Bar of New Mexico's Young Lawyers Division (NMYLD) is one very active affiliate. Among its many achievements, the NMYLD implements six public service projects throughout the year, including three ABA YLD or YLD-related special projects. One of NMYLD's successful projects this year was the implementation of "Junior Judges: Helping Kids Make Smart Choices."

The "Junior Judges" program provides a video and teaching curriculum consisting of seven real-life scenarios for third, fourth, and fifth graders to judge what options they have in tough situations and encourage them to make smart choices. The topics include cheating, destroying property, bullying, teasing, stealing, drugs and alcohol, and gangs and weapons. Through the participation of NMYLD volunteers, the "Junior Judges" program answers questions that help children make smart choices during their grade school years.

The 2007–2008 academic year was the third year that the NMYLD participated with Albuquerque Public Schools to implement the "Junior Judges" service program. The NMYLD reached out to all members of the New Mexico State Bar to assist with the implementation. The number of volunteers, as well as school demand for the program, has been steadily increasing. This year, the NMYLD recruited twenty-six attorney volunteers, including a federal court judge, a children's court judge, and a state court judge. The volunteers worked with sixteen schools to bring the "Junior Judges" program into approximately 100 classrooms.

NMYLD volunteers choose the topic on which they would like to concentrate based on the age of the students, hot topic issues, and/or issues that may be particularly important to the volunteers. Student participation is highly encouraged by the NMYLD volunteers. Some volunteers have devised creative ways to persuade student participation by offering points for competitions to motivate students to really think about

the issues and come up with "smart" answers.

Many students instinctively want to make the "smart" choice but may be faced with peer pressure to make the "cool" choice instead. The program tries to teach that the popular choice is not always the best choice or the choice that will keep students out of trouble. New Mexico attorney Martha Chicoski, Chair of the NMYLD's "Junior Judges" program, indicated that the most common question asked by the students is how they can make smart choices but still be liked by their friends and peers.

Through the implementation of the "Junior Judges" program, the NMYLD also creates an outlet through which attorneys can provide a service within their communities. Chicoski stated that many volunteers become repeat volunteers with the program because they enjoy interacting with the students and believe in the program's message. The success of the program is also demonstrated by the increasing number of requests for NMYLD volunteers to implement the service program in more schools every year. In addition, volunteers often receive thank-you letters from students and teachers they have visited. Because the "Junior Judges" program has been a big success, the NMYLD plans to continue its implementation and is optimistic that even more young lawyer volunteers will visit schools and students in the future.

The "Junior Judges" program was established in 2001 by the Texas Young Lawyers Association, with funding assistance from the Texas Bar Foundation and the State Bar of Texas. For more information on how your affiliate can implement the "Junior Judges" service program, visit www.tyla.org/junior_judges.html. 



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

Spokane County Puts Ethics on Center Stage

By Alexander Ryan

The Spokane County (Washington) Bar Association Young Lawyers Division has come up with a way to make getting legal ethics credits more exciting—by adding drama to the process. Literally!

Most lawyers practice in jurisdictions that require them to attend a certain number of continuing legal education seminars each year to maintain their law licenses. Generally, these continuing legal education requirements include a certain number of hours devoted to legal ethics.

We may tend to forget about this component of our annual CLE obligation. After all, let's face it: we all know plenty about legal ethics, don't we? Surely, that professional responsibility course in law school taught us everything we will ever need to know about ethics, right? We learned the important stuff: avoid conflicts of interest when representing our clients; strictly maintain our clients' confidences. And then, of course, most of us were required to pass some type of ethics examination for admission to practice in our jurisdiction. What else could we possibly need to do to demonstrate our ethical worthiness?

I suspect that many of us are familiar with the following scenario: we get caught up in the press of day-to-day practice and, toward the end of the bar year, we receive a notice from our state bar association reminding us that we need to fulfill our annual CLE obligation. Since most of us don't spend the year thinking about which CLE and legal ethics courses to attend, when we receive these friendly "reminder" notices, we generally scramble

to sign up for a seminar or web conference that will give us the number of credits we need to maintain our licensure for another year.

Young lawyers in the Spokane County Bar Association, based in Washington State, decided to address this dilemma by sponsoring an annual ethics CLE called "Judicial Theater." Chances are, if you're like a lot of young attorneys, you don't exactly get excited at the prospect of sitting through another lecture about the proper handling of attorney trust accounts or the disciplinary procedures in your jurisdiction that apply to violations of the ethics rules. That is why in Spokane County instead of attorneys spending a day in a hotel banquet room listening to ethics lectures, the local bar gathers in a converted photography studio to watch local judges act out various ethical dilemmas and then engages in a follow up discussion about these performances.

The process is straightforward enough: the members of the YLD invite state trial and appellate judges to attend the event and put on short skits that revolve around particular ethical issues. Sometimes a member of the YLD's "Judicial Theater" CLE committee will volunteer to write the performance, so that a particular judge can just show up at the event and perform the skit. Often, however, the judges will opt to write their own performances. In either case, members of the audience get an opportunity to see a real-life ethical dilemma played out in dramatic fashion, instead of listening to lectures. After the performances, the judges and the audience members engage in a dialogue about the particular ethical issue involved and the best way to handle it in practice.

According to Kammi Mencke, current Chair of the Spokane County Bar Association YLD, the "Judicial Theater" CLE was created several years ago, at a time when it was

hard to find seminars that would fulfill Washington's CLE ethics requirements. The initial response to the CLE was very positive, and, according to Mencke, the YLD has sponsored the event nearly every year for the past eight or nine years. "The Spokane County Bar Association is relatively small. Therefore, the 'Judicial Theater' CLE has always been very well received because it attempts to bridge the gap between practicing attorneys and the judiciary. The CLE is a great opportunity to bring all sides of the legal system together to discuss ethical dilemmas," she says. The CLE presents a wide array of ethical topics. According to Mencke, "all aspects of the rules of professional conduct are discussed during the CLE. We attempt to plan the program and create the skits to address nearly all the various parts of the rules of professional conduct. . . ." Elizabeth Mosey, who currently chairs the Spokane County YLD "Judicial Theater" CLE committee, says that frequent ethics topics include attorneys' duties of confidentiality and trust fund issues.

Unfortunately, attendance at the CLE event has dropped off somewhat in recent years. "Up until recently, it was relatively difficult to find CLEs that offered ethics credits. Recently, nearly every CLE offers ethics credits," Mencke explains, "however, the decreased number of attendees has led to more fruitful and personal discussions . . . regarding the ethical issues." The numbers may be down, but interest in the event remains strong. Mencke says that approximately fifty people attended the last program, which is typically held in the evening after business hours. The event provides a good opportunity for younger members of the local bar to interact with judges, and everyone gets a chance to grapple with difficult ethical issues in a simulated environment. According to Mencke, the issues presented are never black-and-white, which gets people talking and thinking. 



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

Helping Goudy: The Chicago Bar Association's Adoption for Change

By Mercedes Pino

Not so long ago the William C. Goudy Elementary School (Goudy) located in Chicago's Edgewater neighborhood was considered one of the most challenged schools in the United States. In October 2003, the Chicago Bar Association (CBA) adopted Goudy and continues to assist the school in various ways.

The Affiliate had the opportunity to speak with William "Bill" Oberts, immediate past chair of the Chicago Bar Association Young Lawyers Section (YLS) and an associate with Tribler, Orpett & Meyer, P.C., who briefly described the history of the program. "Five years ago the CBA adopted the William C. Goudy Elementary School, which is named after the first CBA President. As part of its adoption through the Chicago Public Schools, the YLS assisted Goudy in many ways this year," says Oberts.

Dan Cotter, Vice-President and Deputy General Counsel for Argo Group US, Inc. and a past YLS Chair, has been involved with the program since its inception. Cotter, current Co-Chair of the CBA's William C. Goudy Elementary School Committee, explained that the CBA adopted Goudy because "Goudy is a melting pot school with more than thirty languages and countries represented. They had a real need. [The] first years, we bought them musical equipment that they now play for us each holiday visit."

Explaining his involvement, Cotter continued, "Over the years, I helped champion getting the school adopted, have participated in a number of Christmas parties where we have handed out gifts to the primary children, and have been involved in Lawyers in the Classroom [LIC] going back to 2003–2004. LIC is a program where we visit different grades and discuss the Constitution and the letter versus the spirit of the law."

Oberts added that the YLS puts on various programs at Goudy throughout the year. For example, "Over the summer the YLS painted an old classroom and turned it into an Art Room. In September, the YLS collected school supplies for Goudy that provided all fifth grade classrooms with everything they needed for the coming year as well supplies for the new Art Room. In October, leadership from the YLS and CBA participated in the 'Principal for a Day Program' at Goudy and became acquainted with the principal and children firsthand. YLS members also regularly visit eighth

grade classrooms in the spring to discuss the Constitution and law and to administer an open book U.S. Constitution test as part of the LIC program." Oberts recounted, "In December, several YLS members, including YLS [Journal]

"It is great meeting the students, and getting to answer their questions and discuss important concepts with them."



In December, YLS members were treated to a lively assembly by some of Goudy's first through fifth graders who used musical instruments donated by the YLS to perform a variety of holiday songs.

Co-Editor Justin Heather as Santa, were treated to a lively assembly of first through fifth graders who used musical instruments donated by the YLS to accompany themselves during a variety of holiday songs. Santa and several volunteers then read and acted out 'How Did Santa Get His Job?' for the group. YLS members also teamed up with Goudy during the YLS' 'Dear Santa' Campaign by answering and distributing letters to all students in the second grade who wrote to Santa seeking a present."

When asked about his favorite programs at Goudy this year, Oberts responded, "I enjoyed all the projects we held at Goudy this year. I think the projects were a well-rounded approach at assisting the school in various respects. Overall, we painted classrooms, collected/donated school/art supplies, acted as principal for a day, educated the students on Constitutional law, answered 'Dear Santa' letters for all of the second grade classes, and held a holiday party." Cotter's favorite program is the "holiday visit." "We read a story and

get to have a good time interacting with the students. I also love LIC, because it gives a great chance to interact with the students and address their questions about the law."

According to Cotter, the program is successful as a result of the efforts of twenty-to-thirty volunteers who give freely of their time. In addition, Cotter stated, "The Constitutional Rights Foundation of Chicago gives us a pocket constitution for each student, as well as some exercises designed to talk about law. But . . . this [project] really comes down to pure volunteers."

Cotter explained that he has remained active with the program over the years because "[i]t is great meeting the students, and getting to answer their questions and to discuss important concepts with them." It is also "a great way to give something back and give many students their first positive introduction to the law."

Oberts echoed this sentiment: "I would recommend adopting a school and/or simply implementing one or more of the above projects at a local school that may need assistance. I think any affiliate member will receive personal satisfaction knowing they helped change the life of a child."

For more information on the CBA's adoption of Goudy Elementary or ideas on how your affiliate can adopt a local school, visit www.chicagobar.org/AM/Template.cfm?Section=Helping_Goudy&Template=/CM/HTMLDisplay.cfm&ContentID=2540. 

We Need Your Help!

The editorial team of *The Affiliate* wants to hear from each of 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 you and other young lawyers across the nation.

Please take five minutes to complete the online survey we have created at www.abanet.org/yld/affiliatesurvey to let us know what you 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*.

“Retreating” to Advance: Putting Together an Effective Affiliate Retreat

By Dustin K. Hunter

Advancing your organization’s goals for the year may require you to “retreat”—that is to plan and execute a board retreat. There are many reasons why you should plan and implement a retreat: (1) to review current efforts, projects, and plans; (2) to address one or two major issues affecting the organization and brainstorm about possible solutions; (3) to develop a sense of camaraderie and unified sense of purpose; (4) to integrate new board members; and (5) to align disparate views. Janet Britcher, *Board Retreat, Transformation Management*; June Bradham, *Well-Organized Board Retreat Should Leave You Energized*, *Charleston Bus. J.* (Jan. 21, 2008), available at www.charlestonbusiness.com/pub/14_2/news/11230-1.html.

“A board retreat can be one of the most effective ways to reinvigorate and energize the board,” says Brent Moore, Chair of the New Mexico Young Lawyers Division. “It is an opportunity for everyone to get to know each other in a less formal, more personal manner and plan for the organization as a whole. It can be one of the most effective tools to accomplish your goals for the year, as well as to ensure the health and vitality of the organization for the future.”

On the flip side, a poorly run, ill-focused retreat can be one of the most frustrating experiences while serving on a board. Bradham, *Well-Organized Board Retreat, supra*. To implement a successful retreat, there are a number of things to consider.

Define the Purpose of Your Retreat

The annual board retreat is often the board’s only chance to be proactive, rather than reactive. Kevin P. Coyne, *How to Plan an Effective Board Retreat*, *Bus. Week* (Feb. 26, 2008), available at www.businessweek.com/managing/content/feb2008/ca20080226_675637.htm?chan=search. The purpose of the retreat should be to address one to three of the most important unresolved strategy issues facing the board and to brainstorm about possible other issues that might need to be addressed at some later date. *Id.* The retreat as a whole should be planned around a few specific goals that are crucial to your affiliate organization. Do not try to accomplish too much in the short time available



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

to you. Any more than two or three issues will crowd the agenda and take focus away from the most important issues facing the organization. Instead, develop an agenda based on your key objectives.

Structure the Retreat to Maximize Creative Input

Location: Once you have identified the primary purpose for the retreat, you need to decide where to hold the retreat and how it will be set up. Although some suggest that a retreat can be held anywhere (such as an office, break room, or restaurant), they are in the minority. The majority opinion is that a retreat should be scheduled someplace nice that is at least an hour away from the traditional meeting location. Scheduling the retreat at a lush, remote location shows your board that they are important and that the goals of the retreat are important. The venue should also have breakout locations for various strategy sessions and provide ample activities for the board to engage in while not actively participating in the retreat’s formalized planning sessions. Another option is to specifically plan outings and team-building activities to encourage board members to get to know each other on a personal level and see each other outside of their traditional leadership roles. The best strategy for team-building with the board is to have ongoing opportunities for the members to get to know one another. Joan Cozart, *Planning a Productive and Efficient Board Retreat*, *Chamber Exec.* (2008).

Timing of the Retreat: Next, consider the time of the year that you want to hold the retreat, as well as its length. The event should be scheduled for a time that does not conflict with major holidays, cultural activities, or sporting events because you want as many of your board members to attend the retreat as possible. In addition, the event should be planned several months in advance so that your attendees can block out the date on their calendars. The actual length of the retreat can vary, but to be effective, it should be at least one full day, if not two—leaving ample time for the physical activities and team-building events mentioned earlier.

Encourage a Healthy Dialogue: Since the purpose of the retreat is to generate ideas to solve specific problems, you want to work to ensure that you have the proper groundwork in place. The first thing to do in this regard is to determine who should attend the retreat. Obviously the board members and officers should attend, but it might also be valuable to invite your affiliate’s key staff persons as well. In most affiliate organizations the staff does not turn over as often as

the leadership. Therefore, staff members can offer significant institutional knowledge to help ensure that every bar year picks up where the previous year left off.

Next, determine if you need a facilitator from outside of your organization to assist with the retreat or its programs. An external facilitator can help keep the retreat’s atmosphere objective and upbeat and limit the likelihood that any one person will monopolize the agenda. Bradham, *Well-Organized Board Retreat, supra*. If your affiliate is interested in using a facilitator for your retreat, you can request a member of the ABA YLD’s Affiliate Assistance Team (AAT). In addition to on-site assistance, the AAT also can provide your affiliate with written materials and e-mail or phone consultations on various issues, including leadership training, long-range planning, orientation materials, and training for affiliate board members and committee chairs. For more information about the AAT, visit www.abanet.org/yld/affiliateleaders/aateam.html.

Finally, ensure that during the retreat, all attendees’ ideas are treated equally. The goal of the retreat is to think of things that one might not come up with in a meeting room. The retreat should also be treated as an opportunity to maximize the board’s ability to hold open and constructive discussions and reach the level of consensus needed to move the organization forward. Bradham, *supra*. It is important not to shoot anyone’s ideas down. Instead, keep a list of all possible ideas and simply focus on the ones that seem most on point. In addition, ask members to think about the problems facing the organization and invite them to individually come back with solutions to address these issues. Keep working until you have concrete resolutions to the problems that you have identified.

After the Retreat, Follow-Up to Ensure Action

Follow-up from the retreat must be swift and specific. Every retreat should culminate with a set of goals and objectives that are measurable and meaningful. Cozart, *Efficient Board Retreat, supra*. One of the last things that should be considered following every major decision of the board—whether in a meeting or at the retreat—is “what is the next action” to be taken. Such clear focus on the objectives and the things necessary to accomplish them is essential to provide your affiliate with a successful meeting and event.

Additional resources for your affiliate organization can be found on the ABA YLD website at www.abanet.org/yld/affiliate.shtml. 

ABA YLD Assembly 101

2008 ANNUAL MEETING ASSEMBLY INFORMATION

Pre-Assembly Activities:

Wednesday, July 30
1:00 p.m.–2:00 p.m. EST
ABA YLD Assembly Preview Teleconference
Call for Delegates
Call-in information: 800/936-4761

Assembly Location, Schedule, and Delegate Check-in/Certification Hours

Be sure to pick-up your registration information from the ABA Headquarter Hotel (Hilton New York, 1335 Avenue of the Americas) before going to the Marriot Marquis Hotel for Delegate Check-in and Certification.

ABA YLD Assembly Location:

Marriott Marquis
Broadway Ballroom North, 6th Floor
1535 Broadway
New York, New York

Thursday, August 7
2:30 p.m.–5:30 p.m. EST
Delegate Check-in and Certification

Friday, August 8
8:30 a.m.–12:00 p.m. EST
Delegate Check-in and Certification

1:00 p.m.–5:00 p.m. EST
Friday Assembly

Saturday, August 9
7:00 a.m.–8:00 a.m. EST
Delegate Check-in and Certification

9:00 a.m.–12:00 p.m. EST
Saturday Assembly

Future Assemblies:

ABA Midyear Meeting
Boston, Massachusetts
February 14, 2009

ABA Annual Meeting
Chicago, Illinois
July 31–August 1, 2009

Typical Assembly Schedule:

Midyear Meeting
Saturday
9:00 a.m.–12:00 p.m.

Annual Meeting
Friday
1:00 p.m.–5:00 p.m.

Saturday
9:00 a.m.–12:00 p.m.

The ABA YLD Assembly is the highest policymaking body of the ABA YLD.

When you attend the ABA YLD Assembly, you will have the opportunity to voice your opinions on issues that affect young lawyers nationwide, learn from ABA officers and members whose projects impact the profession broadly, and recognize the accomplishments of young lawyers whose efforts have served the profession and the nation.

Assembly meets at the ABA Midyear and Annual Meetings each year and features debates on resolutions that affect the legal profession.

All debates are conducted according to the rules of parliamentary procedure with time given to both pro and con speakers as appropriate. The resolutions are then voted on by all ABA YLD Assembly delegates.

Delegates are selected by ABA YLD affiliates, which include state, local, and specialty affiliated young lawyer groups. Division officers, members of the Executive Council, and other persons specified in the bylaws also serve as delegates. For any external policy position approved by the ABA YLD to take effect, however, it also must be approved by the ABA House of Delegates.

Many times, resolutions that are debated by the YLD Assembly are also considered in the ABA House of Delegates during the same or a subsequent meeting.

We encourage all young lawyers to submit ideas for resolutions to be discussed by your peers during Assembly. For more information or to submit an idea, visit www.abanet.org/yld/assembly/home.shtml.

ABA YLD's Public Service Projects—Where Are They Now?

By Timothy R. White

Each year, the Chair of the ABA Young Lawyers Division (ABA YLD) selects a public service project to implement throughout his or her bar year. The goal behind the project is to engage young lawyers in community service through a coordinated nationwide effort and provide them with the tools to eventually perform similar services with their local affiliate organizations. Recent bar years have featured immensely popular projects that continue to grow and reach new communities even after their sponsoring Chair has concluded his or her bar year.

Wills for Heroes

In August 2007, the ABA YLD kicked off its 2007–2008 Public Service Project, “Wills for Heroes,” at the Annual Meeting in San Francisco. “Wills for Heroes” was created in the wake of September 11 to address a growing need for free, basic estate planning services for emergency first responders. The success of the program depends largely on the collaboration between state and local bar organizations and the contribution of volunteer attorney time. In turn, the program allows attorneys to apply their legal skills and give back to their communities.

The Wills for Heroes Foundation initially developed the program in three states: Arizona, South Carolina, and Virginia. Through the support of lawyers across the country, however, “Wills for Heroes” is now established in twenty-two states and the District of Columbia. According to ABA YLD Chair Justin Goldstein, “Streamlining the implementation process and providing publicity and support for the program” contributed to the rapid growth of the project.

Indeed, the ABA YLD began its partnership with the Wills for Heroes Foundation almost a year ago, and requests for implementation of the program continue to come in—even from as far away as Australia. The media coverage in response to “Wills for Heroes” has likewise increased through local television stations, newspapers, and blogs. A comprehensive list of the Foundation’s coverage can be found at www.abanet.org/yld/wills.

Although research shows that more than half of all first responders still do not have estate plans, the ABA YLD, through the support of its affiliates and local implementations, is gradually reducing this number. Statistics from the ABA YLD’s 2007–2008 bar year are indications of the program’s demonstrated success:

- In August 2007, the ABA YLD and the State Bar of California, partnered to provide thirty-nine estate plans to first responders in San Francisco at the ABA YLD Annual Meeting.
- In October 2007, the ABA YLD and the North Carolina Bar Association partnered to provide 202 estate plans to first responders at the ABA YLD’s Fall Conference.
- In February 2008, the ABA YLD and the Beverly Hills Bar Association partnered to provide more than sixty estate plans to first responders.
- In April 2008, the ABA YLD partnered with the Maryland State Bar Association YLS and the Virginia Bar Association YLD to provide over fifty estate plans to the Washington Park Police.
- In May 2008, the Utah State Bar implemented “Wills for Heroes” at its State Bar Conference. More than 200 appointments were scheduled.

And, our efforts are not finished yet. In August 2008, the ABA YLD will partner with the bar associations of New York, New Jersey, Connecticut, and Pennsylvania to host a “Wills for Heroes” event for emergency first responders in New York City. Details are being finalized, but check the ABA YLD Annual Meeting homepage at www.abanet.org/yld/annual08 for updates and information about volunteering. In addition, the ABA YLD continues to “encourage our network of affiliated state, local, and specialty young lawyer groups to implement the program in their areas,” Goldstein says.

“Wills for Heroes” volunteers are always needed. Many states have already implemented the program, so it’s easy to avail yourself of the resources within your affiliate’s local geographic area. Even if the program hasn’t been implemented in your state or area, however, the ABA YLD offers the tools for you to get started. For more details, visit www.abanet.org/yld/wills/home.html.

We can’t protect first responders from the perils of their everyday jobs, but by volunteering through “Wills for Heroes,” we can all help protect the families of these brave men and women.

Choose Law

Of course if you’re reading this, you’ve already chosen law. But many haven’t made that choice and those people are the focus of *Choose Law: A Profession for All*.

The brainchild of former ABA YLD Chair Jay Ray and his team, *Choose Law* was developed and implemented during the 2005–2006 bar year. According to Keathan Frink, ABA YLD 2007–2008 Minorities in the Profession Committee

Chair, “Through the program, students learn about the importance of the legal profession and how the law affects all aspects of their lives . . . the project also teaches students that minority attorneys have played a crucial role in the development of this honored profession.”

Choose Law is supported entirely by attorney volunteers across the country, and these attorney volunteers are able to rely on the vast resources available on the ABA YLD’s website to implement the program in schools nationwide. The tools available on the website include a video, a written guide, information on diversity in the legal profession, testimonials from individuals of color who have succeeded as attorneys, and history and little-known facts about well-known legal figures from minority backgrounds. Visit the *Choose Law* website at www.abanet.org/yld/chooselaw/home.shtml.

In addition, *Choose Law* has been implemented on a large scale at ABA meetings and conferences and on a smaller scale through local affiliates. “Attorney volunteers from the Young Lawyers Division of the American Bar Association have held the program in various major cities including Baltimore, Chicago and Miami,” Frink explains.

Although the program may be implemented at large conferences, it is through the hard work of state bar associations and local affiliates that keeps the program successful. For example, Frink notes that the efficacy and impact of the program can also be seen in smaller cities like Memphis, Tennessee. The implementation of *Choose Law* in Memphis has inspired young students to think about their futures in a new way and concentrate on how best to navigate the road to becoming a lawyer. To read more about the Memphis *Choose Law* program, visit www.bizjournals.com/memphis/stories/2007/12/10/focus4.html.

Although *Choose Law* first began three years ago, it is still inspiring future young lawyers. According to Frink, “Most recently, the Minorities in the Profession Committee of the ABA YLD implemented the *Choose Law* program at Dorsey High School during the Midyear Meeting in Los Angeles, California.” The program was a huge success and established a strong professional foundation for students at the high school.

Because so many comprehensive resources are available on the ABA YLD website, *Choose Law* is an easy and tremendously rewarding public service project that young lawyer organizations can implement on a local level. Indeed, Frink hopes that young lawyers and members of state and local bar associations will continue to implement this program and encourage middle and high school students to “choose law.” 



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California Dreamin': Fall Conference Awaits You in San Diego!

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a chance for participants to obtain top notch career advice for free! In addition, the Conference will once again sponsor individual financial planning for participants.

Leadership and Networking

The Conference will also highlight plenty of leadership and networking activities, including a YLD Dinner Dance on Friday evening aboard the USS Midway, a decommissioned aircraft carrier. The Dinner Dance will include tours of the ship by museum docents and a chance for participants to fly in flight simulators. For more information about the USS Midway, visit www.midway.org.

On Saturday, the Conference will focus on bar leadership programming, including an affiliate leader roundtable and presentations involving practical skills for bar leaders.

The Conference will also roll out the ABA YLD 2008–2009 Public Service Project, which will focus on awareness and prevention of domestic violence and teen dating violence. Check the Conference and YLD project (www.abanet.org/yld/projects.html) websites for information as it develops.

Other networking events include a First Timer’s Program for new conference attendees, a Welcome Reception on Thursday evening, and a Council Dinner meeting at the San Diego Zoo, complete with a twilight tour of the zoo.

Sightseeing in San Diego

The Westin Gaslamp Quarter (www.westin.com/gaslampquarter), located within the historic Gaslamp Quarter of San Diego, is the official ABA YLD host hotel for the Conference. The historic Gaslamp Quarter (www.gaslamp.org) consists of sixteen blocks of Victorian-era buildings and is home to more than 100 restaurants, thirty-five pubs and nightclubs, 100 retail shops, theaters, and art galleries. The Westin is also adjacent

to Horton Plaza, a five-level, outdoor shopping mall.

Only two miles away, at Balboa Park (www.balboapark.org), you can visit over fifteen museums, several performance arts venues, and a wide variety of gardens. Prominent museums include the San Diego Natural History Museum (www.sdnhm.org), the San Diego Air and Space Museum (www.sandiegoairandspace.org), and the San Diego Model Railroad Museum (www.sdmrm.org), touted as the world’s largest operating model railroad museum. Of course, the most famous Balboa Park attraction is the world-famous San Diego Zoo (www.sandiegozoo.org), home to more than 4,000 rare and endangered animals representing over 800 species. The zoo also features the largest exhibit of Giant Pandas outside of China.

If you want to get back to nature, check out Mission Trails Regional Park (www.mtrp.org), just eight miles from downtown San Diego, which sprawls over 5,800 acres of hills and valleys and boasts forty miles of trails winding through oak groves, sage, and chaparral. If the beach is more your style, rest assured that you’re sure to find a beach to call your favorite among the seventy miles of beaches in San Diego. Coronado Beach was voted among the Top 10 Beaches in the world by the Travel Channel, and it is conveniently located just across the Bay Bridge from the hotel. You can check out several of the area’s beaches at www.a-zsandiego beaches.com.

You can arrange for tours to nearby beaches and attractions, or even across the border to Tijuana, Mexico, by visiting www.sandiegograyline.com. With the San Diego Card (www.gosandiego card.com), you can get unlimited admission to more than fifty-five attractions and tours, including the San Diego Zoo.

For more tourist information, visit the San Diego Convention Bureau at www.sandiego.org.

Conference Registration

Don’t forget to register early for the Fall Conference or you will miss out on all of these opportunities—to register, visit www.abanet.org/yld/fall08. Early bird registration for Conference programs and social events ends September 3. The ABA YLD website will also feature up-to-date information as it becomes available, so bookmark the site and check back often. See you at the Zoo! 

Around the Country

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Your Rights and Responsibilities”), and high school students (“Stepping Out: Your Rights When You Become an Adult”). All curriculum guides are available for download at <http://tinyurl.com/6gedvk>.

Meet the Judges

The *Kentucky Bar Association New Lawyer Section* hosted a “Meet & Greet” in Bowling Green on May 20. The event provided young lawyers with the opportunity to network and meet local judges, including Kentucky Supreme Court Chief Justice-Elect John D. Minton, Jr.

On June 10, the *St. Petersburg (Florida) Bar Association YLD* held a “Meet the Judges” reception for young lawyers and judges and their judicial assistants.

Ten *South Carolina Bar* young lawyers of various practice areas and levels of experience joined Senior Judge Billy Wilkins of the U.S. Court of Appeals for the Fourth Circuit for a February cocktail hour in Greenville. Judge Wilkins personally greeted each young lawyer and shared stories gleaned from his more than twenty-five years on the federal bench. Members of the Tenth Circuit YLD had the opportunity to lunch and learn with the Honorable J. Cordell Maddox, Jr., Circuit Court Judge in Anderson, where they spoke with the circuit court judge in a relaxed atmosphere. Judge Maddox was very gracious to take time out of his busy schedule to participate at this event.

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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 Affiliate_Newsletter@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! 

An Interview with 2008–2009 ABA YLD Chair Elizabeth K. Acee

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and Young, also a former active ABA YLD member, will provide job counseling and guidance at the YLD's conferences.

Increasing membership also continues to be a major priority, according to Acee, and the ABA YLD is open to both conventional and unconventional ideas on how to grow the Division and become more relevant to young lawyers all over the country.

This year, the ABA YLD will focus on member services with the establishment of a new position, Content Coordinator. "What we are trying to do is use content that we have and make sure it is being properly repurposed," says Acee. "We also want to harness the technological resources available to create more podcasts and distance learning opportunities," she says. Acee has also created a Mentorship Coordinator to oversee her mentorship project, and elevated the Disaster Legal Services Coordinator to a Director level position, giving Craig Cannon, the DLS Coordinator, a vote on the YLD's governing Council.

In addition, Acee plans to continue the important work that the Division's previous Chair, Justin Goldstein, has done in establishing a Diversity Summit and working toward the goals of implementing the ABA's Diversity Plan. Acee has analyzed the feedback from this spring's Diversity Summit and is committed to continuing the well-received program in the spring of 2009. Acee has also appointed the majority of the ABA YLD's 2007–2008 minorities in the profession scholars to leadership positions this year.

To continue to strengthen the Division's relationship with the ABA, Acee intends to seek out more co-sponsorship opportunities. For example, the ABA YLD will partner with the ABA's Law Practice Management Section for its Spring Conference in 2009 to increase the administrative efficiency of the Division.

They Call Her Lizz

Elizabeth Acee is not afraid of the cold. Growing up in Buffalo and attending law school in Ohio, Acee has seen her share of winter storms and suffering football teams. Setting her sights on becoming a patent attorney, Acee worked for a judge and in-house before catching the litigation bug. "I realized I wanted to be a people's lawyer," says Acee. Having chosen people over patents, Acee is now a partner at Tyler Cooper's New Haven office where she focuses her legal practice on employment and commercial litigation. Although not the only YLD Chair to share the honor with a family member, Acee does have the distinction of being the only ABA YLD Chair to succeed an in-law in this position. Acee is also only one of two ABA YLD Chairs who have hailed from Connecticut.

Since becoming formally active in the Division in 2000, Acee has moved up through the ranks with positions on the National Conferences team as National Conferences Coordinator, Conference and Program Director, Administrative Director, and finally Secretary/Treasurer in the 2007–2008 bar year. Kelly-Ann Clarke, the current Secretary/Treasurer is looking forward to Acee's term. "Working with Lizz has been

Volunteer for the Election Protection Project Today!

The Election Protection Project (www.abanet.org/2008election) the nation's largest nonpartisan voter protection coalition, seeks the pro bono assistance of lawyers, law firms, bar associations, and corporate legal departments. Volunteer opportunities include participation on local legal committees, staffing and hosting the national voter hotline, and preparing voter education materials.

For the upcoming 2008 Election, you can help ensure that all eligible American citizens have the opportunity to cast a meaningful ballot and have that vote counted. To obtain more information and to volunteer, please visit the Election Protection Project website at www.abanet.org/2008election, or contact Rachel Patrick, ABA Council on Racial and Ethnic Justice, at patrickr@staff.abanet.org.

splendid. She is efficient, straight forward, and graceful. At the same time she is funny and down-to-earth. I know that we will work together well in the next year," says Clarke.

Life Outside the ABA YLD

Although she will be more than just a little busy this year in her new role as Chair, Acee also hopes to find time to spend with her family and enjoy a healthy dose of nonlegal activities. While the coming year will see her traveling the world and leading an organization with thousands of members and a unique role within the profession, Acee will be guided by what she feels is the basis for her involvement in the ABA YLD. "I feel privileged to be a lawyer and see it as a duty and an obligation to give something back to the community and set an example for my family." The ABA YLD congratulates Acee on her new role and looks forward to a dynamic and successful year.

Elizabeth Acee will be installed as the new ABA YLD Chair in August at the ABA YLD's Assembly Meeting in New York, August 7–10, 2008. Acee can be reached at eacee@tylercooper.com. 

Informally Yours: Tommy Wells

MAC or PC? PC. I travel with a Sony Vaio small laptop.

What is the most played song on your iPod? Mostly songs by Simon and Garfunkel, Rod Stewart, Sting.

What is the last great book you read? Pillars of the Earth by Ken Follett. It is a fictional account of the building of a cathedral in twelfth century England.

What is your must-see TV show? Battlestar Galactica—mainly on TiVo® because I travel so much. I'm a sci-fi nut.

What is the last good movie you saw? Charlie Wilson's War.

If you weren't a lawyer, what would you be? My dad was a dentist, so in high school I thought I would be an orthodontist.

Who would play you in the movie? Dustin Hoffman.

Worst job you ever had? The job wasn't the worst, but the pay was. When I was in law school in Tuscaloosa, I clerked for my uncle and cousin in their law office. I was paid the princely sum of 25 cents an hour for the privilege of working with them.

A Conversation with Incoming ABA President Tommy Wells

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around the best lawyers in the country, who were also some of the greatest people I had ever met. In 1992, when the State Delegate from Alabama went on the ABA Board of Governors, I ran a contested race for the State Delegate position and was fortunate enough to win. That, of course, put me on the Nominating Committee, so I saw candidates up close and personal, so to speak. I managed to get re-elected twice, so I served nine years on the Nominating Committee. At the same time, I was getting more and more involved in the Litigation Section, eventually becoming Chair in 1999–2000. Those experiences on the Nominating Committee and chairing the Section were so rewarding, I decided I would try to run for Chair of the House of Delegates. That race was initially contested, with my good friend Harriett Miers also running. Harriett later accepted President Bush's offer to serve as White House Counsel, so I ended up being unopposed. After that, I was unopposed in my run for President-Elect, and here I am.

The Affiliate: What is your vision for the upcoming bar year?

Wells: I will emphasize the common core values that unite us in the legal profession. They are not unique to the ABA, but indeed are common to all lawyers across the world. As I see them, our profession has four common core values: One is access to justice; another is independence, and by this I mean independence of the bar and of the judiciary, which I think are inextricably linked; third is diversity; and fourth is the rule of law, which one could argue actually encompasses the other three.

government policies that curtail it, and we'll trumpet this year's centennial of the ABA's first ethics code for lawyers.

Regarding judicial independence, our outreach efforts with the ABA Standing Committee on Judicial Independence and the state and local bars will be crucial, especially during this election year. Political attacks on judges and their decisions are likely to increase, and we'll need to keep countering politically charged judicial elections and anti-judiciary ballot initiatives, in which obscene sums of money are being spent by interest groups.

“More generally, the YLD and its affiliates consistently provide the energy that helps us advance our common core values—its work with FEMA and ‘Wills for Heroes’ are just two of many examples.”

Regarding diversity, I firmly believe that our profession is better served if lawyers are as diverse as the clients we serve. I'm encouraging the ABA to share information and resources with state and local bars on pipeline, mentoring, associate retention, partnership, and related issues.

Our rule of law work will continue with the ABA's Rule of Law Initiative programs in forty-seven countries, with year two of the World Justice Project, and with overall advocacy on rule of law issues here in the United States.

For the general election, the ABA is developing a website and other materials that will help bar associations educate the public and otherwise get involved on voting rights and other procedural issues. For the Lincoln bicentennial, Law Day 2009 and other bar events will honor his remarkable contributions as a lawyer-president.

We're also promoting two major events of relevance to the bar: One is the 2008 general election, which will provide a host of opportunities for lawyers to lend their expertise and public-service commitment to ensuring fair and efficient elections. The other is the bicentennial of the birth of one of our greatest presidents, Abraham Lincoln, who also was an excellent trial lawyer.

The Affiliate: Do you have any specific ideas in mind to accomplish those goals?

Wells: I will speak about, write about, and otherwise lend the Office of the President's support and encouragement to the efforts of the ABA and our affiliates that involve the profession's common core values.

With independence of the bar, we'll continue to advocate for preservation of the attorney-client privilege against

The Affiliate: Will the ABA be partnering with other national organizations to implement your projects?

Wells: Absolutely. The American Judicature Society, for example, has figured prominently in formulating a new recommendation and report from the ABA Standing Committee on Federal Judicial Improvements on federal judicial nominating commissions, which are designed to reduce partisan rancor and delay in selecting U.S. district and circuit court judges. On protecting the attorney-client privilege, we're working with a diverse coalition of national organizations ranging from the ACLU to the U.S. Chamber of Commerce. National organizations like Wingspread are helping us on our diversity efforts. The World Justice Project is involving multidisciplinary national and international organizations from fields ranging from public health to engineering and many others. And, of course, we always count on the National Conference of Bar Presidents and the National Association of Bar Executives to coordinate our efforts with the state and local bars.

The Affiliate: What can young lawyers do to help you fulfill your goals for the year?

Wells: Both of my children are young lawyers, and I intend to look to young lawyers to fill many important roles. A former YLD Chair, Christina Plum, serves on my Appointments Committee, and Matt Nelson, a YLD Member-at-Large on the ABA Board of Governors, has accepted my appointment to chair the Board's Finance Committee. More generally, the YLD and its affiliates consistently provide the energy that helps us advance our common core values—its work with FEMA and "Wills for Heroes" are just two of many examples. You can rest assured young lawyers will be called on.

The Affiliate: Why do you believe young lawyers should become involved in the ABA?

Wells: First, it will make them better lawyers. Second, it will help them in their practices. Third, as professionals, we are obligated to give back, and the ABA is a wonderful place to do just that. Fourth, you get to meet and network with the best and the brightest in our profession. Finally, and most importantly, it's fun.

The Affiliate: Do you have any advice for young lawyers aspiring to become ABA President?

Wells: Be active in the ABA YLD and in your state and local bars. Be willing to volunteer to do the jobs that nobody wants to do and then do them well. And most important, in every position that you manage to hold, make sure you leave it with more friends than you started with.

The Affiliate: What do you envision will be your greatest challenge during your presidency?

Wells: Most likely, it will be the election and the transition to the new administration in Washington. I plan on spending a lot of time building bridges to the new administration, hopefully that others can cross.

The Affiliate: Any final thoughts or advice that you would like to give young lawyers?

Wells: Continue to do the good work you are doing, and do it well. And continue to have fun while you are doing it. 