

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

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## Service Juris America! Join DCBA/YLS for Community Service Nationwide

By Joshua Spector and Gisela M. Munoz

The Dade County Bar Association Young Lawyers Section (DCBA/YLS) invites all local affiliates of the American Bar Association Young Lawyers Division (ABA YLD) to join in "Service Juris America" during Law Week 2009 and in years to come! Service Juris is a half-day of service to the community performed by volunteers who are members of the legal profession. The DCBA/YLS inaugurated the first Service Juris Miami, together with Hands On Miami and other local bar associations, in 2006. The Young Lawyers have since held the event as a component of its Law Week activities and would like to see legal professionals from around the country come together for a morning of volunteer service to local communities across the nation on Saturday, May 2, 2009.



Joshua Spector practices with the Ft. Lauderdale, Florida, firm of Perlman, Yevoli & Albright, P.L. and is a member of the Board of Directors of the Young Lawyers Section of the Dade County Bar Association.

In the early months of 2005, Patrick Morris, the Executive Director of Hands On Miami, searched for a project to foster interest and involvement on the part of the legal community in Miami. Hands On Miami is a nonprofit that works in partnership with the United Way of Miami-Dade, conducting over 1,000 service projects per year. Morris did not have to search long before meeting Maria DiGiorgio, a DCBA/YLS member active in the Pro Bono Services Committee looking for a non-legal service project to organize for lawyers. DiGiorgio and Morris soon pitched the idea of

replicating the great program started by Hands On Atlanta: Service Juris.

Initially, Hands On Miami and the DCBA/YLS selected sites with some legal significance or connection to partner with for community service. In 2008, the organizers decided to beautify Miami-Dade County's Juvenile Justice Center. Volunteers planted thousands of plants outside the dependency courthouse and detention facility and painted murals designed by Miami artist, attorney, and children's advocate, Xavier Cortada. The efforts of Hands On Miami, the DCBA/YLS, the Cuban-American Bar Association, and sponsoring firms like Bilzin Sumberg resulted in a dramatic transformation of the Juvenile Justice Center.

During the program's first three years, Hands On Miami, the DCBA/YLS, and other voluntary bar associations and sponsors have grown this program steadily. Service Juris Miami started with less than 150 volunteers, and in three years has doubled to more than 300 volunteers from the legal community in 2008, including twenty judges—the equivalent of more than 1,200 volunteer hours. A video of the event is available on YouTube.com, at [www.youtube.com/watch?v=inDBBrOCgq4&feature=email](http://www.youtube.com/watch?v=inDBBrOCgq4&feature=email).

The comments of the judges and participants from Service Juris Miami

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## Texas Young Lawyers Educate Domestic Violence Victims

By Jason T. Vail

As both the City Attorney for Cranfills Gap, Texas, and the newly elected Bosque County Attorney, Natalie Koehler knows firsthand the difficulties faced by domestic violence victims when they attempt to navigate the legal system. The complexities of court processes can be daunting to any non-attorney seeking to obtain protection from an abuser, and such challenges are particularly heightened in rural areas where few, if any, resources are available to provide guidance and advocacy on behalf of victims. Lacking such assistance, many victims become discouraged and forego legal protections, a choice that ultimately leaves them vulnerable to further abuse and violence. Koehler, the secretary of the Texas Young Lawyers Association (TYLA), has worked to fill informational gaps for victims in her own rural community, and in so doing helped the TYLA create domestic violence resources that will help victims across Texas and serve as models for other state affiliate programs.

### Scope of the Problem

Like the rest of the country, Texas has a significant domestic violence problem. In 2005, 143 women were reported killed in Texas by their intimate partners. The Texas Department of Public Safety reports that in 2006, 186,868 incidents of family violence were documented statewide. But the Texas Health and Human Services Commission estimates that as

many as 982,916 Texas women were actually battered that year. Overall, more than 800 women were killed by their domestic partners from 1998–2005 in the state of Texas. Many of these violent incidents could have been avoided if the victims had obtained protective orders.

### Pamphlet and Video

In the face of these statistics, Koehler and the TYLA developed a pamphlet entitled "Ending the Violence: How to Obtain a Texas Protective Order." Written for the non-attorney, the pamphlet guides the reader through the process for obtaining a protective order, explains the legal effects of an order, and provides phone numbers for additional resources available to victims. The pamphlet is distributed by the State Bar of Texas and is available online at [www.tyla.org/pdfs/35787-TYLA%20ProtectiOrder-PamphletFINAL.pdf](http://www.tyla.org/pdfs/35787-TYLA%20ProtectiOrder-PamphletFINAL.pdf).

On the heels of creating this successful pamphlet, Koehler and the TYLA Family Law Committee produced a video that will be shown to women trying to escape abusive

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### DEADLINE TO FILE Nominations for 2009–2010

The ABA Young Lawyers Division will elect its officers and other representatives at the Annual Meeting on August 1, 2009, in Chicago, Illinois. The officers and representatives being elected include the Chair-Elect, Secretary-Treasurer, Speaker, Clerk, and one delegate to the ABA House of Delegates. The deadline for nominations is the Assembly's adjournment at the Midyear Meeting on February 14, 2009, in Boston, Massachusetts. Petitions to run for the above positions should be filed with the Secretary-Treasurer, Staff Director, and Speaker. The applicable bylaws and guidelines relating to eligibility and nomination are available from the Secretary-Treasurer, or on the Division's website at [www.abanet.org/yld/elections.html](http://www.abanet.org/yld/elections.html). For more information, please contact the Secretary-Treasurer, David B. Wolfe, at [dwolfe@skoloffwolfe.com](mailto:dwolfe@skoloffwolfe.com) or 973/232-2987.

## Domestic Violence Prevention Around the Country

### Idaho Bar's Domestic Violence Service Project

The Idaho Partners Against Domestic Violence and the Fourth District Bar Association, in conjunction with the Idaho State Bar and Idaho Law Foundation, sponsored a wine tasting and social on October 16 to raise funds to benefit victims of family violence.

The 7th Annual "Grapes of Wrath" event featured wine from Idaho's finest wine distributors thanks to the efforts of the Boise Co-op Wine Department and also included Jazz by Rushmore, a silent auction, and hors d'oeuvres.

Funds raised by the event will benefit family violence victims served by Family Advocacy Center & Education Services, Idaho Legal Aid Services, the Idaho Volunteer Lawyers Program, and the Idaho Coalition Against Sexual & Domestic Violence.

### Multnomah Young Lawyers Domestic Violence Handbook

The Multnomah Bar Association Young Lawyers Section in Portland, Oregon, has compiled a handbook, *Domestic Violence: A Guide to Your Rights*, designed to provide victims of domestic violence and service providers with information about domestic violence, available resources, and victims' legal rights.

The handbook was developed by the Young Lawyers Pro Bono Committee whose mission is to encourage lawyers to donate their legal skills and time to the poor by planning projects that provide pro bono participation.

The handbook is available online, in both English and Spanish language versions, at [www.mbbabar.org](http://www.mbbabar.org). To order copies contact the Multnomah Bar Association at 503/222-3275.

Information about the ABA YLD 2008-2009 Public Service Project *Voices Against Violence* is available on the Division website at [www.abanet.org/yld/dv](http://www.abanet.org/yld/dv).

# Disaster Legal Services: Providing Legal Services to Victims of National Disasters

By Amy Osteryoung

**W**hat lurks behind the fury of a natural disaster? The answer is rather simple, destruction and despair. The American Bar Association Young Lawyers Division (ABA YLD), recognizing the problems everyone face from potential natural disasters, has been providing legal aid to places and people all over the United States when and where needed.

## Disasters Happen

No matter how advanced we become as a society, dangers from mother nature will always threaten. In any given year, natural disasters account for billions of dollars in damages and the loss of many lives. Damages from hurricanes are soaring off the charts, bankrupting insurance companies and depriving property owners of insurance in high-risk areas. According to the Federal Emergency Management Agency (FEMA), during the 1960s windstorms causing more than \$1 billion in economic losses accounted for a total \$4 billion in damages. In the 1970s the figure rose to \$7 billion, and in the 1980s it topped \$24 billion. By the 1990s, losses from damages caused by hurricanes soared to \$113 billion. Then during the six years from 2000 to 2005, hurricanes left a staggering bill of \$273 billion in their wake. Because of these ever-increasing costs and the legal problems that ensue after a storm passes, an obvious question presented itself: how could the ABA YLD help the victims



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of natural disasters? Given the skills of ABA YLD members and the legal problems that arise in the aftermath of a natural disaster, the inevitable result was the creation of Disaster Legal Services (DLS).

Since the 1970s, the ABA YLD has provided DLS to victims of major disasters. Today, the Robert T. Stafford Act gives FEMA the authority to provide federally funded DLS. The goal of DLS is to provide disaster victims free, quality, timely, and efficient legal help.

## How DLS Works

The DLS program is implemented under a memorandum of understanding between the ABA YLD and FEMA. When a major disaster strikes, the governor of the affected jurisdiction can request that the president declare a major disaster under the Stafford Act. When such a declaration is made, FEMA evaluates the need for DLS, and if it determines that DLS is necessary, FEMA will call on the ABA YLD for help.

On notification, the ABA YLD Disaster Legal Services team coordinates with the ABA YLD District Representative of the affected jurisdiction to deliver DLS. Under the DLS program, legal services are available to any individual who does not have the resources to secure adequate legal representation, even if that individual had adequate resources before the disaster.


The basic and most important component of a DLS operation is a toll-free legal services hotline. The DLS hotline is typically staffed by volunteer attorneys who answer callers' basic legal questions and who conduct intake interviews to connect callers with volunteer attorneys who have agreed to provide pro bono representation. In large disasters, volunteer

attorneys may staff disaster recovery centers to provide on-site legal assistance to victims. Legal assistance is available in a variety of practice areas, including consumer law, FEMA benefits, insurance law, and landlord-tenant law, to name a few.

## Young Lawyers to the Rescue

According to Disaster Legal Services Vice-Director Matthew Besmer, since 2006, DLS has operated in thirty-two states serving more than 75,000 disaster victims. DLS operations are currently active in Louisiana in response to Hurricanes Gustav and Ike, in Texas also because of Ike, and in Florida because of Hurricane Fay.

District Representatives maintain a list of attorneys who are willing to volunteer to participate in a DLS response. In addition, according to Besmer, District Representatives work with state and local bar associations to ensure DLS plans are in place. State and local bar associations are critical to operating toll-free legal services hotlines and to providing a platform to identify volunteer attorneys to work in the DLS program. During disasters many law firms offer infrastructure and administrative support to operate toll-free hotlines and to conduct intake to route disaster victims to volunteer attorneys.

Ordinary Americans often have nowhere to turn when nature rears its ugly face. ABA YLD Disaster Legal Services provides an aspect of disaster cleanup that is commonly overlooked and thereby helps support the communities where many of our members work and thrive—an honorable and rewarding effort for the selfless volunteers who willingly provide help and a shining example of ABA YLD public service in action. 

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# aFFILIATE

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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 ABA 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 comments and suggestions to the editors of *The Affiliate* at [the.affiliate@yahoo.com](mailto:the.affiliate@yahoo.com).

For information about services and resources available to affiliates through the ABA Young Lawyers Division, contact Jill Eckert McCall, YLD Director, at 312/988-5614 or [mcallj@staff.abanet.org](mailto:mcallj@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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# Budgeting in a Pinch: How to Create and Implement a Budget During Difficult Financial Times

By Mason Wilson

**A**s financial markets worldwide continue their downward trend and purse strings across the nation tighten, sound budgeting becomes more and more important to the health and success of our bar associations and legal organizations. This article offers some practical tips for creating and implementing a budget that will enable your organization to reach its financial and strategic goals in an adverse financial climate.

## Assess Your Resources

The first step is to analyze your present and future financial posture. If you don't already have one, create a balance sheet listing all present and anticipated sources of income along with expenses and expenditures. It is often helpful to perform a historical analysis to identify major recurring sources of income and expenditures and to ensure that those historical trends are included in your future projections. For example, on the income side, your organization may have an annual fundraiser that produces a consistent revenue stream year after year, and, on the expenditure side, you may sponsor a statewide or national program that consumes a significant and consistent amount of resources annually. Identifying these historical revenue and expenditure streams will not only help you create your budget, but it will also help you prioritize your allocations. Finally, don't be afraid to seek outside help in reviewing your books and assessing your organization's financial position. An audit can be a useful and apolitical tool for examining your strengths and weaknesses.

## Set Goals and Prioritize

What is the purpose of your organization? What services do your members expect? To which programs and initiatives has your organization made an ongoing commitment? If your organization is a division or section of a larger bar association, which provides your funding, what does the "big bar" require of your organization? Asking yourself these and similar questions will help you define and prioritize the programs, activities, and services that you will be required to fund in the next budget cycle. Once you've done that, you'll have the knowledge and freedom to set budgetary goals for not only your recurring and required programs, but also for new and aspirational goals and programs that often accompany new organizational administrations and leadership.

## Trim the Fat

The next step is essentially an extension of prioritizing your expenditures. Although no one wants to discontinue programs or services, which oftentimes are viewed as essential by at least one constituency, a gloomy financial climate often necessitates a hard look at cost-cutting or other means of saving money. Cutting back, however,

can be an opportunity for creativity. Is your organization producing a monthly or quarterly publication and providing every member with a paper copy of each issue? How about distributing your publication electronically? Not only will you cut costs, you can tout your organization as being environmentally friendly! Is your board of directors top-heavy with fully funded positions? How about reducing the number of board members who receive full funding and increasing the number of board or committee members who serve as volunteers or receive partial funding. Possibilities for trimming costs abound—just put your thinking caps on.


## Project a Balanced or Positive Bottom Line

Notwithstanding our current Congress, with its "bailouts" and "rescues," no one likes a deficit. Your goal should be to project a positive bottom line or, at the very least, a balanced budget. That is, your organization should endeavor to bring in more money than it spends. Surplus funds can always be used for new programs or, even better, can be saved for the next rainy day. Your organization's benefactors and members will appreciate your good stewardship. And don't forget to build in a cushion for the unexpected—today's economy is like Forrest Gump's box of chocolates: "You never know what you're gonna get."

## Implement Your Budget

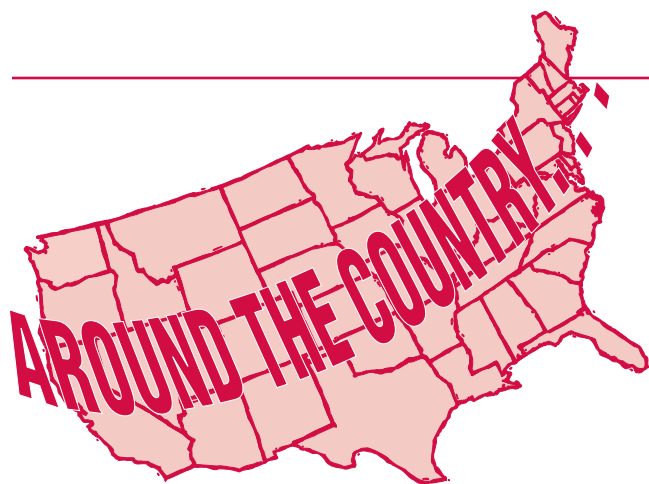
This one is simple—act. Put the budget into practice and educate your members and constituents on your organization's financial goals and expectations. Share the budget and keep tabs. If necessary, update your reimbursement policies and other financial record-keeping forms and procedures. Of course, as Robert Burns presciently wrote when he was preparing his personal budget, "The best-laid plans of mice and men often go awry." Hopefully, you will have as many unexpected infusions of cash as unanticipated expenditures!

## Follow Up, Monitor, and Revise as Needed

Finally, don't hesitate to break out the budget each time your organization has a meeting for a quick review and status update. Balance the books regularly and monitor the organization's accounts. When those unexpected bumps in the road do appear, revise the budget as needed. The more you use your budget as a planning and organizational tool, the more likely you are to stick with it and meet your goals. 



Mason Wilson is an associate editor of *The Affiliate* and is an associate in the Memphis, Tennessee, office of Baker, Donelson, Bearman, Caldwell & Berkowitz, PC. He also serves as the Treasurer of the Tennessee Bar Association Young Lawyers Division.



Compiled by Mercedes Pino

As fall came and went, ABA YLD affiliates educated the community and themselves on election laws, embraced new attorneys, and reached out to high school students.

#### Election Education

The *Tennessee Bar Association Young Lawyers Division* Voter Awareness Committee prepared a pamphlet and PowerPoint presentation to educate the public about the voting process and voters' rights. Eight hundred letters, including information about the voting process, were sent to high school principals around the state. The materials also were made available on the Young Lawyers website. The TBA YLD received quite a response from teachers requesting attorneys to come and speak to their students about the voting process. The TBA YLD teamed with the Tennessee Lawyers Association for Women to coordinate attorneys to go into the schools and speak to students on this topic.

#### Member Outreach and Programming

The *Tennessee Bar Association Young Lawyers Division* is continuing to produce its newsletter, *Tennessee Young Lawyer*, as a member benefit. The quarterly publication provides a forum for sharing TBA and YLD news, as well as giving young attorneys the opportunity to publish articles and address topics that are of particular interest to those new to, or in the early stages of, their careers. The publication continues to expand with the addition of a new feature highlighting the accomplishments of young lawyers across the state. This year, the publication is "going green" and converting to an online publication. The first online edition was e-mailed to members in September.

The *Oregon New Lawyers Division* sponsored a rafting trip for young lawyers for the first time. Forty-one attorneys in eight rafts shot the rapids of the Santiam River. Participants' registration fees were partially subsidized by the ONLD, which plans to schedule the annual event for different rivers each year, with the Deschutes or Clackamas River candidates for next year.

The *Nebraska Young Lawyers* hosted approximately eighty lawyers at Quarry Oaks Golf Course during its annual golf tournament fundraiser. The event helps raise money for Nebraska Young Lawyers to participate in ABA YLD events throughout the year.

The *Georgia State Bar Young Lawyers Division* held its 2008 Summer Meeting in Austin, Texas. Events included a welcome reception and group dinner, a joint service project with the Texas Young Lawyers Association, a tour of the state capitol, a poker tournament, a YLD general session meeting, and a CLE program.

The *Omaha Barristers* hosted the annual "County Attorneys v. Public Defenders" softball game, which was won by the Public Defenders this year in an ongoing rubber match between the two rivals.

Under the leadership of newly elected Chair Patti Ramseur, the *North Carolina Bar Association Young Lawyers Division* held its Annual Leadership Conference at the Greensboro, North Carolina, offices of Smith, Moore & Leatherwood. The conference began at 9:00 a.m. with a networking breakfast. Ramseur shared her vision, "Adapt, Grow and Succeed," for the upcoming year. A highlight of the Leadership Conference was a speech by Janet Ward Black, 2007–2008 President of the North Carolina Bar Association. Black spoke about community involvement and North Carolina Bar Association projects.

The *Washington State Bar Young Lawyers Division* held its "WYLD Express No. 10" in Yakima Valley. The event offered another opportunity to earn low-cost CLE credits while networking with other young lawyers from around the state. This event took place September 13, 2008, at the Silver Lake Winery in Zillah, Washington. Attendees earned two general CLE credits and one ethics credit. The cost to registrants was only \$15 each. A whitewater rafting option was also available on Sunday, September 14.



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Topics covered in the CLE included ethical traps for the unwary young lawyer, an overview of police misconduct, and the common sense use of experts.

Recognizing that young attorneys have a vital stake in the future of the state's communities, both as policymakers and in the profession, the *Alabama State Bar Leadership Forum* selected thirty attorneys for Class 4 of its Leadership Academy. The program was implemented to identify and train outstanding lawyers to be leaders in the state of Alabama. The Alabama State Bar is now accepting applications for the 2008–2009 leadership class.

The *Nebraska Young Lawyers* Continuing Education Committee has organized the annual "Nebraska Survey of the Law," which took place on September 26, 2008. The seminar is one of the premier yearly continuing education events in the state of Nebraska and is one of its most highly attended seminars. The Nebraska YLS anticipates that it will only gain in popularity when CLE is made mandatory, which is anticipated in 2009.

#### Future of the Profession

The *South Dakota Young Lawyers Division*, realizing the importance of establishing and renewing its presence with The University of South Dakota School of Law, decided to host a BBQ event at the law school for the third year students. This event was held in September at the law school. The Young Lawyers Board held its monthly meeting at the same time.

At the request of the *Kentucky Bar Association Young Lawyers Section*, the Kentucky Bar Association agreed to hold its two-day mandatory program for new bar admittees, entitled the "New Lawyer Program," in conjunction with the 2008 Kentucky Bar Association Annual Convention. The response was overwhelmingly positive from both the new admittees and attorneys who attended the convention. As a result of the events occurring simultaneously, new admittees were able to attend one day of programming developed by the KBA YLS for young lawyers attending the convention.

The *Philadelphia Bar Association Young Lawyers Division* recently held a diversity reception, including a presentation of scholarships to minority students. They also held a reception at Drexel Law School to welcome incoming law students and speak to them about getting involved in the various Philadelphia bar associations, including the YLD.

The *Hawaii State Bar Association Young Lawyers Division* planned and organized two school-based projects—"Junior Judges" and "Ready for the World," in which Hawaii attorneys reached over 3,250 of Hawaii's public school students. The YLD hopes to continue to reach Hawaii's young throughout the school year with their "Professionals for Drug Free Kids" and "Goldilocks" project (which is in its inaugural year in Hawaii).

The *Washington State Bar Young Lawyers Division* hosted the 15th annual "Pre-Law Student Leadership Conference" in Yakima. A diverse group of nearly fifty high-school students from around the state gathered to learn about careers in law and get a taste of the practice. Held at the Hilton Garden Inn in Yakima, the conference exposed students to ideas and issues in criminal, immigration, and racial discrimination law. During small group workshops, students participated in discussions, roleplaying, and even jury decisions concerning factual scenarios written specifically for the conference by volunteer attorneys. Representatives from four colleges and universities from across Washington were also on hand to answer students' questions about how to get into college. Keynote speaker Commissioner Lisa Castelleja inspired the teens by relating her experiences growing up the fourteenth of sixteen children in the lower Yakima Valley and rising to become the first Latina commissioner in King County.

On September 26, 2008, the *Forsyth County Bar Association Young Lawyers Division* held its annual "Bridge the Gap and Swearing in Ceremony" for new attorneys. As part of the "Bridge the Gap" program, new attorneys are provided a tour of the Forsyth County Courthouse and given presentations by local bar association members, local judges, and representatives from the local trial court administrator's office.

#### Giving Back to the Community

The *South Carolina Bar Young Lawyers Division* and the bar's CLE Division co-sponsored "Creating Families Forever: The How-to of the Adoption Process" on October 9. This seminar was held in conjunction with the YLD's new service project, "Families Forever," which is designed to educate South Carolinians about adoption and provide them with tools to help families stay together forever.


The *Iowa Young Lawyers Division* State Fair Committee presented the "Trial by Jury" mock trials each night during the Iowa State Fair. Fairgoers were chosen to be jury members, attorneys, judges, court reporters, and witnesses in presenting the trials.

The *Iowa Young Lawyers Division* Justice for All Committee held its annual golf fundraisers in Cedar Rapids and Des Moines. A portion of the entry fees and sponsorship money goes to promote and encourage the provision of pro bono legal services.

The *Cincinnati Bar Association's Young Lawyers Section* held its 2008 "Run for Kids" event that raised \$16,327 for ProKids with more than 500 participants/attendees. Cumulatively, the YLS has raised more than \$147,000 for the ProKids organization.

#### Kudos!

Kudos to Jocelyn Gabrynowicz-Hill, an associate at McCarter & English, and James A. Wells, an associate at Haines & Associates, who were two of the thirty-five Pennsylvania attorneys selected as this year's "Lawyers on the Fast Track." Gabrynowicz-Hill and Wells are active in both the *Philadelphia and Pennsylvania Bar Association Young Lawyers Divisions*. With the help of a panel of judges, *The Legal Intelligencer*, and the *Pennsylvania Law Weekly*, these young lawyers were selected as the future leaders of the state's legal community.

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! 

### AWARDS OF ACHIEVEMENT

#### ABA Outstanding Public Service Project

Texas Young Lawyers Association  
Safeguarding Our Seniors

#### Most Outstanding Single Project Service to the Bar

State Bar of Georgia Young Lawyers Division  
Model Juvenile Code Project

### Don't Forget . . .

#### December 15

State Bar Organization, National Affiliate, and Military Branch Delegate Information Due for ABA YLD Midyear Assembly

#### February 2–6

National Teen Dating Violence Awareness and Prevention Week

#### February 3

The Last Thing Hanging in the Closet: Domestic Violence in LGBT Relationships (Legal Issues and Remedies) Teleconference

#### February 12–14

ABA Midyear Meeting  
Boston, MA

#### February 14

2009–2010 ABA YLD Candidate Declarations Due by the Adjournment of the ABA YLD Midyear Meeting Assembly

#### February 15

2009–2010 YLD Appointment Applications Due

#### March 1

Subgrant Applications Due  
This program helps ABA YLD affiliates produce public and member service projects.

#### April 21–23

ABA Day in Washington

#### May 1

Law Day—A Legacy of Liberty: Celebrating Lincoln's Bicentennial

#### May 14–16

ABA YLD and ABA Law Practice Management Section Joint Spring Conference  
New Orleans, LA

#### June 15

Awards of Achievement Applications Due

#### July 30–August 1

ABA Annual Meeting and ABA YLD 75th Anniversary Celebration  
Chicago, IL

#### August 28

2009 National Outstanding Young Lawyer Award Nominations Due

For more information, visit [www.abanet.org/yld](http://www.abanet.org/yld).

# ABA YLD's Diversity Plan

By J. Phenise Poole

The American Bar Association Young Lawyers Division (ABA YLD) is proud to be identified as an organization committed to diversity. As a key indicator of the Division's commitment to diversity, the ABA YLD created a model Diversity Plan and continues to strengthen its commitment to diversity. Our model Diversity Plan exemplifies the Division's commitment to ensuring that diversity is promoted throughout the profession and the Division. I encourage you to review and familiarize yourself with the ABA YLD's Diversity Plan. The Diversity Plan is available on the Division website at [www.abanet.org/yld/diversityplan.pdf](http://www.abanet.org/yld/diversityplan.pdf).

The ABA YLD Diversity Plan is designed to ensure that members and leaders encourage and assist the full and equal participation of young lawyers regardless of race, sex, disability, religion, national origin, sexual orientation, or sexual identity. The ABA YLD acknowledges and recognizes that our strength and success is due, in large part, to the diversity that our membership brings.

As a further commitment to diversity, the ABA YLD has developed a Diversity Team comprised of several ABA YLD committees, ABA entities, minority bar associations, and specialty bar associations. Among the Diversity Team's goals are to educate and to inform the Division about diversity initiatives. In so doing, it encourages partnerships, builds relationships, and fosters open lines of communication between the ABA YLD and other organizations.

Not only is the ABA YLD dedicated to promoting diversity within the legal profession, it is also committed to providing a forum for members to highlight their differences and share their experiences through various committees. These committees include the Individual Rights and Responsibilities Committee, the Minorities in the Profession Committee, and the Women in the Profession Committee.

In addition, the ABA YLD partners with various entities within the ABA to ensure that the voices of young lawyers are heard and that the ABA YLD stays informed about diversity efforts within the ABA. These entities include the Commission on Mental and Physical Disability, the Commission on Racial and Ethnic Diversity in the Profession, the Commission on Sexual Orientation and Gender Identity, and the Commission on Women in the Profession.

J. Phenise Poole is the ABA YLD Diversity Director and an Assistant Vice-President and Counsel with Fifth Third Bank in Cincinnati, Ohio.

Finally, the ABA YLD believes that it is important to partner with minority and specialty bar associations across the nation that share the common goals of ensuring and promoting diversity in the profession. As a result, representatives from the following national organizations are part of the ABA YLD's Diversity Team: the Hispanic National Bar Association, the National Asian Pacific American Bar Association, the National Bar Association, and the National Lesbian and Gay Law Association. To further build relationships between the ABA YLD and other young lawyers from minority and specialty bar associations, this year's leadership is committed to attending meetings and conferences with the Division's national bar association partners.

The ABA YLD realizes that many individuals remain underrepresented in the legal profession and that more work needs to be done to reach the goal of a truly diverse profession. Earlier this year, during the 2008 Spring Conference, the Division hosted a Diversity Summit entitled, "Diversity: The Next Generation." Young lawyers from across the country representing state, local, minority, and specialty bar associations gathered together to discuss how we can all work together to ensure that our profession reflects today's society and also welcomes and encourages inclusion.

Young lawyers recognize that the legal profession is changing and that commitment to diversity should be more than just a business case. More than ever, we realize that diversity in our profession is important because the face of our national community is changing. The ABA YLD continues to work to make sure that young lawyers play an active role in shaping the future of our profession and our national community.

The Diversity Team encourages each of you to become active participants in the division's diversity initiatives. As we continue on the journey too ensuring inclusion and representation of all young lawyers, we recognize that our success depends on the active participation of our members. Together, we can work to promote diversity and inclusion not only within our Division, but also within our law offices, courtrooms, corporate boardrooms, and beyond.

For information about diversity in the profession and the ABA YLD Diversity Plan, contact J. Phenise Poole, ABA YLD Diversity Director, at [phenise.poole@53.com](mailto:phenise.poole@53.com), or visit the diversity page on the ABA YLD website at [www.abanet.org/yld/diversity.html](http://www.abanet.org/yld/diversity.html).


## Service Juris America!

continued from page 1

2008 that can be seen in the above-referenced video are a testament to the profound effect the event has had on volunteers and on communities. Although there is simply no substitute for providing pro bono legal services, the notion of a hands-on service project presents a unique opportunity for the legal community to give something back to the community at large, while also providing meaningful interactions with fellow lawyers, legal professionals, and judges. In addition to providing a sustained venue for interaction, participants enjoy a relaxed atmosphere that is even more conducive to dialogue than the sometimes forced and staid setting of a cocktail mixer, the most common nexus of practitioners and jurists. Moreover, the project has an incredible impact. After spending a half-day on a beautification project, a participant leaves with new relationships and the sustained satisfaction of having helped transform a site and left an indelible, positive mark on the community.

Service Juris Miami gains steam every year, aspiring to replicate the success of Service Juris Atlanta, which grew to 800 volunteers in 2008. Without the professionals with the skills, contacts, and resources of Morris's team at Hands On Miami, there simply could be no Service Juris Miami as it exists today. When such an able partner is not available, however, opportunities still abound for this form of project. Other community organizations may prove to be able partners or organizers for such events, or in certain locales, the affiliate bar association may be able to organize the entire event.

For that reason and because the impact of Service Juris is so significant, the DCBA/YLS has decided to spread the word about the project in the hopes that bar associations across the nation will organize a Service Juris Day in their local communities on Saturday, May 2, 2009, as part of Law Week activities. There are bound to be many needs in each local community that we, the members of the legal profession, can help fill by providing a few hours of hands-on service in our respective communities, whether provided to a law-related organization or otherwise.

For more information, contact DCBA/YLS President Gisela M. Munoz, at 305/373-5665 or [munoz@hugheshubbard.com](mailto:munoz@hugheshubbard.com). Please join the DCBA/YLS during Law Week 2009 and future Law Weeks in developing Service Juris America! 

## 2008-2009 ABA YLD SCHOLARS

Each year the ABA YLD awards a number of scholarships to encourage the participation of minority, solo/small firm, government, and military service attorneys in the ABA Young Lawyers Division. This year we are excited to have these scholars involved with the ABA YLD.

### Minorities in the Profession Committee



#### Francine Bailey, Chicago, Illinois

Francine Bailey is an associate with the Law Office of Bruno G. Para and is currently licensed in both Wisconsin and Illinois. In May 2007, she was elected to the Board of Directors of the State Bar of Wisconsin Young Lawyers Division, where she is also a member of the Diversity Outreach Committee. Last spring, Bailey was appointed an Assistant Editor of the ABA YLD publication, *The Affiliate*. She received a B.A. from Cornell College and a J.D. from the University of Wisconsin Law School.



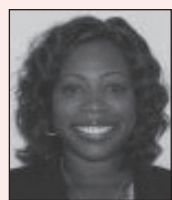
#### Manish Borde, Seattle, Washington

Manish Borde is an associate in the Seattle office of Williams Kastner, where his practice is focused on commercial litigation, mass torts, and product liability defense. He is active in the Washington State Bar Association Young Lawyer Division and was elected to its Board of Trustees. In addition, Borde is a member of the King County Bar Association, the South Asian Bar Association of Washington, and the Asian American Bar Association of Washington. Borde earned a B.A. from Northwestern University and a J.D. from the University of Illinois at Urbana-Champaign College of Law.



#### Anthony I. Butler, Baltimore, Maryland

Anthony Butler is the managing principal of Butler & Associates, a law and consulting firm in Baltimore, Maryland, where his practice focuses on criminal defense, employment law, general business/corporate, real estate transactions, wills, trusts, and estate planning. Butler is the chair of the Maryland State Bar Association's Special Committee on Minorities in the Legal Profession, President-Elect of the Monumental City Bar Association, formerly served on the editorial board of the American Bar Association's *Minority Trial Lawyer* newsletter, and is a member of the Baltimore City Bar Association. He received a B.A. from Truman State University and a J.D. from the Saint Louis University School of Law.



#### Eiko Harris, Memphis, Tennessee

Eiko Harris is an Assistant General Counsel in the Department of Children's Services in Memphis, Tennessee, where she specializes in matters involving child neglect, abuse, dependency, and parental rights. Before moving to juvenile law, she was in private practice representing plaintiffs in employment discrimination cases. Harris has been involved actively in

several legal associations and indulges her passion for cultural arts as a Leadership Council member of BravoMemphis, a young professional subsidiary of ArtsMemphis. She attended Clark Atlanta University and earned a law degree at the University of Memphis Cecil C. Humphreys School of Law.

#### Arielle Harry-Bess, Baltimore, Maryland

Arielle Harry-Bess is a Counsel with a member of the Aegon group of companies in Maryland, where she handles transactional, regulatory, and litigation matters. She is immediate Past President of the Alliance of Black Women Attorneys of Maryland (ABWA) and serves as Chair of the Maryland State Bar Association's Young Lawyers Section Diversity Initiatives Committee and on the Alumni Association Board of Directors of the University of Maryland School of Law. Harry-Bess is a 2006 Maryland State Bar Association Leadership Academy Fellow and a 2008 Maryland Bar Foundation Fellow.



#### Melissa Ho, Phoenix, Arizona

Melissa Ho practices with the Phoenix, Arizona, firm of Mariscal, Weeks, McIntyre & Friedlander in the White Collar and Criminal Defense group, where her experience includes handling all aspects of traditional criminal defense, white collar criminal defense, and compliance matters. A former prosecutor with the Maricopa County Attorney's Office, she has defended misdemeanor and felony matters in superior and federal district courts as

well as specialized courts including Juvenile Court and Early Disposition Court. In addition to criminal defense matters, Ho has experience handling parallel civil proceedings and administrative law proceedings. She received a B.S. from Arizona State University and a J.D. from the University of Arizona.



#### Maurice Ruffin, New Orleans, Louisiana

Maurice Ruffin is an associate at Adams and Reese LLP, where he is a member of the firm's Commercial Disputes Resolution and Health Care Litigation Teams. Ruffin practices in the areas of business litigation, drug and medical device product liability, and railroad and casualty litigation. He is Chair-Elect of the New Orleans Bar Association Young Lawyer's Section and has volunteered with the New Orleans Pro Bono Project, the

HELP program, and Louisiana Appleseed. He also serves on the Board of Directors of Desire NOLA. Ruffin received a J.D. from Loyola University School of Law and a B.A. from the University of New Orleans.

#### Jason Sengheiser, Imperial, Missouri

Jason Sengheiser is a law clerk for the Honorable Robert G. Dowd, Jr., of the Missouri Court of Appeals for the Eastern District. He is a member of the American Bar Association and is the current Chair of the ABA YLD Individual Rights and Responsibilities

# Spotlight on Outstanding Young Military Service Lawyer Award Winners

By Mercedes Pino

Every year the American Bar Association Young Lawyers Division (ABA YLD) recognizes the contributions of one member from each of the five uniformed services with the Outstanding Young Military Service Lawyer Award. Those recognized are men and women who have dedicated their lives to serving our country in various legal capacities. The following are the winners of the 2007–2008 Outstanding Young Military Service Lawyer Award.

## Captain Jason S. Robertson, United States Air Force

Captain Jason S. Robertson serves as an instructor/litigator with the Judge Advocate General's School at Maxwell Air Force Base in Alabama. Robertson received his Bachelor of Arts from James Madison University and went on to earn his Juris Doctor from Tulane University Law School.

Robertson was nominated for the award by Colonel David C. Wesley. According to Wesley, "[Robertson was] hand-selected by the Judge Advocate General to be the Air Force's first-ever area defense counsel in the United States Central Air Force's Area of Responsibility . . . In a matter of weeks he expanded the defense services to six countries providing crucial services to a total of 20,000 Air Force members." Wesley continued, "His weekly Right Start and First-Sergeant briefings educated thousands of Airmen on the Area of Defense Counsel Program."

Wesley concluded by stating, "Captain Jason Robertson has been thoroughly tested by the United States Air Force and has passed these tests in such a way that compels his selection for the Outstanding Young Military Service Lawyer Award for 2007–2008."

## Captain Andrew K. Kernan, United States Army

Captain Andrew K. Kernan serves as Chief, Operational Law, Current Operations with the XVIII Airborne Corps in Iraq. Kernan, a graduate of the United States Military Academy at West Point, earned his Juris Doctor from the University of Oklahoma College of Law.

Kernan was nominated by Colonel Thomas E. Ayres. In describing Kernan, Ayres stated, "Before beginning his legal work, Drew was given the extremely unique opportunity to attend Ranger School. . . . It is extremely rare for an active duty Judge Advocate to go through Ranger School, but

because of Drew's demonstrated success as a leader and soldier, he was given that opportunity."

According to Ayres, "When the XVIII Airborne Corps deployed to Iraq to assume command as the Multi-National Corps–Iraq, Drew was made the Chief, Operational Law, Current Operations." Ayres explained, "He and his team answer all the immediate operational law questions that arise during the ongoing operations of 160,000 coalition forces. The legal advice that he and his team provide literally can mean the difference between life and death, success and failure, in crucial operations."

## Lieutenant Commander Donald L. Brown, United States Coast Guard

Lieutenant Commander Donald L. Brown served as a Judge Advocate, Assistant District Legal Officer & Chief Operations/Response Law Section with the Seventh Coast Guard District detailed Special Assistant U.S. Attorney to the Southern District of Florida. A graduate of the U.S. Coast Guard Academy, Brown earned his Juris Doctor from University of Miami School of Law.

Brown was nominated by Captain Mark R. Higgins. In describing Brown's work for the Coast Guard, Captain Higgins explained, "In less than one year, he presented forty-one smuggling cases to South Florida Grand Juries to indict seventy-seven criminal defendants on felony charges. He obtained thirty-nine felony convictions by guilty plea and won two jury trials."

Through his hard work and dedication Brown has earned respect and recognition for the work he does. Captain Higgins commented, "LCDR Brown, through his proven leadership and command presence in the field of international maritime law, has distinguished himself as the District's premier resource and first choice for participation in bilateral negotiations and training of foreign partners in bilateral operations."

## Captain Jennifer S. Parker, United States Marine Corps

Captain Jennifer S. Parker serves as Deputy Staff Judge Advocate at the Marine Corps Air Station in Yuma, Arizona. Parker received her Bachelor of Arts from Saint Louis University and her Juris Doctor from Saint Louis University School of Law.

Parker was nominated by Staff Judge Michael E. Sayegh,


who discussed Parker's ability to handle unique and difficult legal challenges, stating, "Without supervision or aid of a more senior defense counsel, and without the assistance of another military defense counsel or enlisted legal clerk, Captain Parker provided exemplary criminal defense advice and trial advocacy skills in her representation of sixty-five service members—nine of them facing serious felony charges—as well as providing other military defense services to over 157 service members."

Sayegh added, "As a direct result of her leadership, no marine or sailor left MCAS, Yuma without the proper Laws of War and Rules of Engagement training, as well as having all their personal legal assistance needs attended to."

## Lieutenant Commander Dustin E. Wallace, United States Navy

Lieutenant Commander Dustin E. Wallace currently serves as the Assistant Staff Judge Advocate, Commander, Seventh Fleet. He graduated with his Bachelor of Arts from University of Central Oklahoma and went on to earn his Juris Doctor from University of Tulsa College of Law.

Wallace was nominated by Captain Michael J. Boock, then his Commanding Officer for his service as Division Officer, Operational Law and Instructor with the Naval Justice School in Newport, Rhode Island. Having nothing but the highest praise, Boock stated that "he has stood out as the best junior lieutenant commander I have served with in my twenty-three years of active duty." Boock continued, "He helped create a one-week course to prepare judge advocates and legalmen for deployments in support of Operation Iraqi Freedom, which is consistently cited as the model for pre-deployment training specific to the legal mission in Iraq."

Commenting on LCDR Wallace's performance, Boock said that "his involvement in this just-in-time training was truly motivational for those junior personnel deploying to our most arduous assignments in Iraq and Afghanistan." 



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

## 2008–2009 ABA YLD SCHOLARS



Committee. He is also active with Amnesty International and has served two terms on the Board of Directors of Amnesty International USA. He received B.A. and J.D. degrees from Saint Louis University and holds an LL.M. from Columbia University.



### Antwaun Smith, Kansas City, Missouri

Antwaun Smith is an attorney with Shook Hardy & Bacon LLP in the firm's General Litigation Division, where he practices in the areas of insurance litigation and complex commercial litigation. Smith studied business at Oxford University as a Rhodes Scholar and has done graduate work in religious studies at Harvard University while on fellowships from the Mellon and Ford Foundations.

### Raul Torrez, Albuquerque, New Mexico

Raúl Torrez is a native of Albuquerque, New Mexico, where he is both an Assistant Attorney General and a Special Assistant U.S. Attorney—the only full-time, cross-designated state and federal prosecutor in the District of New Mexico. He received a Bachelor's degree from Harvard University and a Master's degree from the London School of Economics. Returning to the United States he served as Development Director for the Cesar E. Chavez Foundation in Los Angeles. He received a law degree from Stanford Law School.

### GP Solo Committee

#### Valerie L. Moore, Lenexa, Kansas

Valerie L. Moore is a sole practitioner in Lenexa, Kansas, where she practices primarily in the area of family law representing children in child protection cases. She has been active in both her local and state bars and is currently the Secretary of the Kansas Bar Association's Family Law Section, an Executive Committee Member of the Family Law Section's Ethics and Professional Responsibility Committee, and Chair of the Family Law Committee. She is a graduate of Kansas State University and Washburn University School of Law in Topeka.



#### Kari Petrask, Everett, Washington

Kari Petrask is one of two attorneys at the Carson Law Group, P.S., in Everett, Washington. She has significant experience in the area of juvenile law, handling dependency and termination matters and juvenile offender cases. In addition to juvenile cases, Petrask handles business law, collection, and trusts and estates matters. Petrask is a judge on the ABA YLD Awards and Subgrants Team. She is a Trustee on the Washington Young Lawyers Division Board of Trustees and the Immediate Past President of the Snohomish County Young Lawyers Division.



### Ireneo Reus III, Long Beach, California

Ireneo A. Reus III practices in the areas of business litigation and employment law. Before establishing his own firm, Reus worked for a national public finance law firm, a civil litigation firm, and the General Counsel's Office of the Metropolitan Water District of Southern California. Reus is a member of the Judge William J. Rea ABOTA-Inn of Court, the Los Angeles Area Chamber of Commerce, and the Southern California Leadership Network. He serves on the Board of Governors of the Philippine American Bar Association and the Board of Directors of the Whittier College Alumni Association. Reus earned a J.D. from the UCLA School of Law and a B.A. from Whittier College.

### Government, Military, and Public Sector Lawyers Committee

#### Brandi Davis, Montgomery, Alabama

Brandi Davis is a law fellow at the Southern Poverty Law Center in Montgomery, Alabama. Before her fellowship, she served as a law clerk to the Honorable Charles Wilson of the U.S. Court of Appeals for the Eleventh Circuit. She is a member of the Alabama and Florida Bars and during the 2008–2009 bar year serves the ABA YLD as an Assistant Editor of *The Young Lawyer*. She is graduate of Brown University and Stanford Law School.



#### Jason Gordon, Savannah, Georgia

Captain Jason Gordon is a trial counsel stationed at Fort Stewart, Georgia, with the 3rd Infantry Division, where he is a Criminal Prosecutor and General Counsel for the Garrison Command and the Special Troops Battalion. Before his current role, Gordon served as a Legal Assistance Attorney, Officer in Charge of the Marne Tax Center, and Chief of Legal Assistance. Gordon received a B.A. from the College of Charleston in Charleston, South Carolina, and a J.D. from the University of South Carolina School of Law.



#### Maha Jweid, Potomac, Maryland

Maha Jweid is a civil rights attorney with the U.S. Commission on Civil Rights, where she works on a range of civil rights issues including school desegregation and voting rights. She recently returned from a sabbatical, during which she served as a law clerk to Judge Shahabuddeen of the Appeals Chamber of the International Criminal Tribunal for the former Yugoslavia in The Hague, Netherlands. Jweid has been a litigation associate with Arent Fox and spent time at the Mizan Law Group for Human Rights, a human rights NGO located in Amman, Jordan, where she worked on refugee and child custody matters. Jweid received a J.D. from Columbia Law School and an L.L.M. from the London School of Economics.

# San Diego: Fall Conference Offers Networking, Socializing, and Giving Back to Community

By Francine Bailey

On October 2, 2008, the American Bar Association Young Lawyers Division (ABA YLD) began its Fall Conference in San Diego, California. Held at the Westin in the Gaslamp District, the conference offered networking, socializing, and giving back to the community.

The conference kicked off with a “Welcome Reception” on Thursday night at Visions Lounge. Young lawyers from every corner of the country came out to meet and greet before getting down to business. Old friends reconnected, and new friends were made.



Open Plenary Session, Saturday, Oct. 4, 2008 (from left to right): Michael Bergmann, ABA YLD Public Service Co-Coordinator; Lizz Acee, ABA YLD Chair; Sarah Buel, Domestic Violence Survivor and Domestic Violence Advocate; Jaime Hawk, ABA YLD Public Service Co-Coordinator; and Casey Gwinn, Founder, San Diego Family Justice Center.



As part of the Fall Conference's on-site volunteer project, Mareesa Torres (left), ABA YLD District 2 (CT & RI) Representative, and Todd J. Richardson, ABA YLD Public Service Team member, help create posters for San Diego's Walk a Mile in Her Shoes Event.

The opening session began on Friday morning when Captain Jack Ensch, U.S. Navy Retired and current Director of Military Marketing with the San Diego Padres, gave a talk entitled “The Value of the Code of Conduct and Its Practical Applications.” Captain Jack was a prisoner of war during the Vietnam War and wove his story of capture and confinement within the outline of the military code of conduct. He spoke of how the code of conduct was able to sustain him and his fellow prisoners at a time when they were subjected to the whims of their captors. It was a moving, real life example of the importance of discipline and professionalism.



Francine Bailey is an assistant editor of *The Affiliate* and an associate in the Chicago, Illinois, Law Office of Bruno G. Para.

Following Captain Jack's presentation, sessions were held on a variety of informative and timely topics, including “Building Your ‘Financial House’: Financial Planning for the Young Lawyer,” “Guantanamo Detainees and the Right to a Fair Trial,” “Same-Sex Marriage: California and Beyond,” “Campaigns and

could see into the cockpits. After the cocktail hour, the festivities moved below deck for dinner and dancing. A live band performed a variety of songs from Motown through today's Top 40. Young lawyers also had the opportunity to give the flight simulator a try. After which, many felt overcome with a sudden desire to kiss the safety of the ground.

On Saturday, the ABA YLD launched its public service project and video, *Voices Against Violence*. This year's public service project is a call to action for young lawyers around the country to end domestic violence. As part of the kick-off, Casey Gwinn, founder of the nationally acclaimed San Diego Family Justice Center, spoke and introduced Sarah Buel. By way of introduction, Gwinn told the story of a young woman whom he visits every day. This young woman was a victim of domestic violence and tried to escape. Unfortunately, her ex-husband tracked her down and shot her in the head. She is currently a patient at a local hospital, where she lies in a coma. Her story reinforced the importance of this year's public service project.

After the introduction, Buel, a domestic violence survivor and nationally renowned domestic violence advocate and expert, took the podium. She told the story of how she

## Young Lawyers Recognized During Fall Conference

During the ABA YLD 2008 Fall Conference in San Diego, California, Division Chair Lizz Acee recognized the hard work and dedication of the following outstanding young lawyers with “Stars of the Quarter”:

- **Alan Mathias**, Birmingham, Alabama, YLD Litigation Committee Co-Chair—“Anatomy of an Appeal Program.”
- **Amy Drushal**, Tampa, Florida, YLD Litigation Committee Co-Chair—“Anatomy of an Appeal Program.”
- **Genevieve Waller**, Columbia, South Carolina, Public Service Project Team Member—Coordinated on-site public service project and produced domestic violence fact posters for the “Walk a Mile in her Shoes” event during the Fall Conference in San Diego.
- **Christina Vassiliou**, Trenton, New Jersey, Mentorship Team Member—Coordinated StoryCorps® recording sessions during the 2008 Annual Meeting in New York.
- **Franchesca Hamilton-Acker**, Lafayette, Louisiana—Coordinated Disaster Legal Services efforts for Hurricanes Gustav and Ike.

and her children escaped her ex-husband. Buel not only survived but went on to become a prosecutor. Currently, she is a professor at the University of Texas School of Law. She gave the top ten reasons why this public service project is so important. Each was an important reminder of how domestic violence affects everyone.

Following Buel's call to action, bar leaders were able to participate in two wonderful programs. The first, entitled “Hit the Ground Running: How to Start Your Bar Leadership Year Off Right,” provided practical advice on working with the senior bar, running an effective meeting, and implementing successful public service initiatives. The second, entitled “The Generation Gap—Does It Exist, and If So, How Does It Affect Your Bar Organizations,” allowed bar leaders to discuss the generation gap and the various ways they are dealing with their senior counterparts.

Closing out two days of amazing programming, networking, and meetings, the ABA YLD rounded out the weekend with a special session at the Family Justice Center. Young lawyers had the opportunity to meet with, to share with, and to begin a dialogue with survivors of domestic violence on the importance of action. The experience was both heartbreaking and energizing, and above all showed the courage of the survivors willing to stand up and tell their stories. All in all, the Fall Conference was a great success, and an excellent way to kick off the year.

## Domestic Violence Victims

continued from page 1

relationships. The video, *Healing the Wounds: Navigating the Legal System After Surviving Domestic Abuse*, was made possible by a generous grant from the Texas Bar Foundation and will be shown to women checking into battered women's shelters around the state of Texas. The professionally filmed and produced twenty–twenty-five minute informative video, available in Spanish and English, includes details on how to obtain a protective order, a temporary restraining order, and what to expect in a divorce. The video portrays the story of “Melinda,” a domestic violence survivor, and her road through the legal system. The goal of the video is to alleviate some of the fear and confusion that arises when victims begin navigating the court system to obtain legal protections.

The video was released formally in October 2008 during Domestic Violence Awareness Month. Created by the National Coalition Against Domestic Violence, the intent of the commemorative month is to connect battered women's advocates across the nation who are working together to end violence against women and children.

Immediately following the video's release, it was shown first at the Genesis Women's Shelter in Dallas, followed by showings at the San Antonio Battered Women's Shelter and Rape

Crisis Center and Lubbock's Women's Protective Services. In partnership with the Texas Council on Family Violence, the TYLA is working to ensure the video is shared with legal advocates working in shelters throughout the state. The video can be seen online at [www.tyla.org](http://www.tyla.org).

### TYLA Volunteers Lead the Way

The video project was made possible by countless volunteer hours contributed by TYLA Family Law Committee members, including Alfonso Cabanas (San Antonio), Carvana Cloud (Houston), Demetra Liggins (Houston), Kristy Piazza (Plano), Ian Pittman (University of Texas Law Student), Jobe Rodgers (Lubbock), Chris Rogers (Dallas), along with Koehler, serving as Executive Committee Advisor. In addition, TYLA received great assistance from both the Genesis Women's Shelter in Dallas and the Battered Women and Children's Shelter of Bexar County. Lara Gaither, Outreach Director of the Genesis Women's Shelter, stated that “an ‘intake’ video streamlining this [legal] process would greatly benefit not only those living in our Shelter, but also the thousands of clients we serve in our Transitional Housing and Outreach programs.”

Jan Langbein of the Genesis Women's Shelter serves as an expert in the video. Currently, Langbein is serving as the Senior Policy Advisor for the U.S. Department of Justice in the Office for Violence Against Women. Langbein was pleased to hear of TYLA's initiative and recently invited TYLA to present *Healing the Wounds* at the annual Crimes Against Women conference attended by FBI agents, police officers, prosecutors, and legal advocates. A copy of the video will be made available to all attendees so that they can distribute the video to their departments and offices.

## Upcoming in . . .

### January/February

- ABA YLD Mentoring Project
- Fundraising for Your Bar
- How to Sell Bar Participation
- Subgrant Application Information

# Career Planning and Counseling: What Do You Want to Be When You Grow Up?

By Jill M. Kastner

Ten years ago, when people asked me what I wanted to be, I answered that I wanted to be a lawyer. Now, even with a law degree, I find myself asking that very same question: What do I want to be? What else is out there? Evidently, I'm not alone.

To help young lawyers struggling with these issues, the American Bar Association Young Lawyers Division (ABA YLD) held a session on career planning and counseling during its Fall Conference in San Diego. Former ABA YLD leaders Ken Young and Barbara Mendel Mayden of Young Mayden Connect—Legal Search and Consulting in Nashville, Tennessee, spent the better part of a day giving one-on-one career counseling to conference attendees. Their seminar, “Should I Stay or Should I Go? Things to Consider When Contemplating a Move,” was standing room only.

The *Affiliate* sat down with Young and Mayden to ask about their program and what advice they give to young lawyers considering whether to make a move or a career change. As with most things in life, they emphasized that lawyers need to do the research, make a plan, and use their networks.

“The grass isn't always greener,” Young warned. “If you don't do your homework . . . you may find yourself worse off at the new [job].” Mayden emphasized the need for young lawyers to use their networks—such as through the ABA YLD and their local bar groups—so that they have the connections to learn about different employers and career paths and might even have a “warm body” to submit a resume to down the road.

## List of Pros and Cons

Start the process by creating a list of pros and cons about your current job. Ask yourself some questions: Do you like the type, quality, and quantity of the work you do? Do you like the people/culture—your boss, co-workers, support staff, and so on? This analysis helps you determine not only whether you want to leave, it will also help you discover what you want to look for in a new position.



Jill M. Kastner is an assistant editor of *The Affiliate* and in private practice in Glendale, Wisconsin.

If you're unhappy in your current position, ask yourself why—is it something that you can change internally by working for a different partner or by cutting your hours? Is it something that will be better at another other place? If it's too little

money or too many hours, the analysis is pretty straightforward. But if the problem is less tangible, such as feeling that you are not appreciated or don't like your boss or co-workers, think hard about whether a new place will be any better. Another firm may offer you more money, but for all you know the work environment may be worse. Similarly, if the problem at your current job is that you don't like dealing with clients, doing research, or having to sit at a computer all day, the problem probably won't be fixed by moving from one job to another. You may need to look at changing your area of practice or even consider whether the practice of law is for you.

Another important question to consider, especially now, is whether it is a good time to make a move. Firms are laying off, and corporations and even government agencies are tightening their budgets. If you have a good, stable job now may not be the best time to make a change.

## Homework

Second, if you decide you want to make a move, do your homework about what it is you want to do. If the job change you contemplate is from one firm to another in the same area of practice, do your homework about the new firm. If you want to change your type of practice, say, from government to firm or from firm to in-house, do your homework on that new type of practice as well as on where you would like to work. If you want to leave the practice of law, to teach, to recruit for firms or law schools, or to own your own business, do your homework about this new career, what is required, and on potential new employers or opportunities.

This is where your networking and contacts come in. It's one thing to read what's available online, but it's even better to learn from a live person who does this type of work or who works at the new firm. The ABA YLD and your local bar association are good places to look for other young lawyers who can provide invaluable information and advice.

## Career Counselors

A good career counselor (or headhunter) can be of tremendous value to a young lawyer looking to make a move. “But a bad headhunter can be worse . . .,” Young warned, “[and] cause real damage to your career.” When looking at career counselors, ensure that he or she doesn't simply want the commission from placing a lawyer at a big firm. That is why good career counselors, like Young and Mayden, emphasize that the first consideration is whether a young lawyer

should stay where she or he is.

“Do the research . . . to pick the right [headhunter],” Young advises. Make certain the two of you are on the same page and have the same goal. Young and Mayden recommend that young lawyers use only one career counselor/headhunter at a time. Employing more than one at a time can create confusion and lead to problems. But if the headhunter isn't getting a good result, terminate the relationship and use another headhunter.

## Common Theme

The common theme that runs through any job search is that career planning, like career development, takes thoughtful research, planning, and networking. Many young lawyers are looking for exactly this type of advice and need to be reminded to never make a move without first carefully considering the pros and cons. And use your network contacts to get the scoop on how green the grass *really* is on the other side of the fence. **E**

## Questions to Ask: Should You Stay, or Should You Go?

- **What does the market look like?** —Today, not so good.
- **Where are you in your life situation?** —If you've purchased a new home or had a baby, perhaps it's not a good time to make a move.
- **Have you already made a move and is another move justified in your first few years of practice?**
- **How much money do you need to make?**
- **How many hours do you want to work?** —Get the real numbers; some firms say 2,000 hours but really expect 2,400 hours or more.
- **What kind of environment do you want to work in?** —Big-, mid-size-, small-firm? Family friendly? Prestigious? Government, in-house, or nonprofit?
- **Does the employer have the type, quantity, and quality of work you are looking for?**
- **Do you understand exactly what your new employer expects of you?** —Use your network to talk to others who do that type of work; understand the good and the bad so you can make an informed choice.
- **Are you qualified for this type of work (for example, young lawyers who do criminal law or general litigation may not be ideal candidates for most in-house jobs)?** —If not qualified, do you need additional training or experience? Do you need to get an intermediate job to gain the skills/qualifications necessary?

# Welcoming Young Lawyers: Nebraska Lawyers Appreciate Tradition of Cornhusker Country

By Lindsey R. Buchheit

The state of Nebraska may be best known for the devoted loyalty of its University of Nebraska “Cornhusker” football fans. Beer and foam fingers aside, perhaps the most noteworthy characteristic of Nebraska's fans is the rich tradition that unifies both young and old. To be sure, many Husker fans, such as myself, are born into families that teach their children the sacredness of Saturday football, the symbolism of the “red and white,” and the importance of remaining loyal to your team, regardless of its record. As such, the old nurture and influence the young, making it almost certain that Memorial Stadium will remain sold out for yet another 297 consecutive games.

## Nurturing Young Lawyer Involvement

Given the loyal blood of its fans, it's no wonder that the legal community in Nebraska is reaching out to its young lawyers in much the same way that fellow-Husker fans nurture their young. For instance, the Nebraska State Bar Association Young Lawyers Section (NSBA YLS), in an effort to increase young lawyer involvement in the NSBA, recently developed an Outstanding Young Lawyer Award. “It is our hope that the Award will gain prestige as the years go on and will encourage young lawyers to increase their involvement, as well,” commented Brandie Fowler, last year's co-chair of the Outstanding Young Lawyer Award subcommittee. According to Fowler, the Award was modeled after similar awards given by affiliate state bar associations in Oregon, Washington, Virginia, New Jersey, and Kentucky. “In addition to receiving the Award at the NSBA an-



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nual meeting, the recipient receives a plaque and the YLS makes a financial contribution to the charity or cause of the recipient's choice,” Fowler stated.

The Award is an honor bestowed on a young lawyer “whose personal and professional achievements merit special recognition and who has made unique community and public service contributions, actively participated in the organized bar and has stood out in the areas of professional knowledge, skill, integrity, and courtesy.” The recipient of last year's first annual Award was Sherman P. Willis, an associate attorney of Fraser Stryker in Omaha, Nebraska. According to Fowler, “[Willis] was the natural choice for the award, as he is very involved in local and state bar associations and is extremely ‘civic minded.’”

Since obtaining his J.D. from the University of Iowa in 2004, Willis has become a member of the American Bar Association, the National Bar Association, the Eighth Circuit Bar Association, the State Bar of Texas, the NSBA, the Midlands Bar Association, and the Omaha Bar Association. In addition, Willis is currently a member of the NSBA YLS Executive Committee, the YLS Leadership Steering Academy, and the Minority Justice Committee. He is also the Treasurer of the Midlands Bar Association.

## CLEs, Public Service, Membership Support

In addition to the Outstanding Young Lawyer Award, the NSBA YLS offers several other opportunities to encourage young lawyers to participate in the NSBA. According to Willis, “[the NSBA YLS] puts on several events each year to make sure that young attorneys receive the additional information they need to be good practitioners.” For instance, on September 26, 2008, the NSBA YLS partnered with the University of Nebraska College of Law to host the annual “Institute on the Survey of Nebraska Law,” a program designed to keep

lawyers aware of new developments in Nebraska law. Each spring, the NSBA YLS hosts an annual “YLS Practice Seminar,” a program designed to give “practical” advice to lawyers, particularly those with less than five years experience.

In an effort to promote public service among its young attorneys, the NSBA YLS sponsors “Law Day for the Clergy” every two years. This program is “intended to give clergy and other professional church workers an overview of legal issues with particular relevance to their day-to-day activities.” Kurth A. Brashear, *Young Lawyers Section (YLS)*, *The Nebraska Lawyer*, (Mar. 2002). Finally, the NSBA YLS sponsors an annual golf outing and numerous after-work social functions throughout Nebraska. “Both events serve a simple purpose, namely, to enable young lawyers to meet other young lawyers, allowing them to get to know their peers better and, possibly, establish professional relationships that benefit all parties involved.” *Id.*

## Women and the Law Section

Aside from the many efforts of the YLS, it should be noted that the NSBA Women and the Law Section is establishing both a Mentoring Program and a Resource Referral Network. The purpose of these programs is “to facilitate the transfer of valuable information and insight into the practice of law between experienced and less-experienced Section members.” Executive Summary, *The NSBA Women in the Law Section Mentoring Program and Resource Referral Network*, [www.nebar.com/pdfs/sections/WomenintheLaw/ExecutiveSummary.pdf](http://www.nebar.com/pdfs/sections/WomenintheLaw/ExecutiveSummary.pdf).

In light of the many efforts of the NSBA to nurture and encourage involvement among the state's young attorneys, one thing is certain: Whether or not a Husker fan, Nebraska's young attorneys are sure to appreciate the loyalty of the state's legal community. **E**

# 2007–2008 Awards of Achievement Winners

The annual Awards of Achievement Program provides ABA YLD affiliated national, state, and local young lawyer bar organizations with the opportunity to submit their best projects for evaluation by a jury of their peers.

## **Comprehensive Applications**

### **Division IA—Young lawyer membership of 8,000 or more**

#### **1ST PLACE**

Texas Young Lawyers Association

#### **2ND PLACE**

State Bar of Georgia Young Lawyers Division

#### **SPECIAL RECOGNITION**

Virginia State Bar Young Lawyers Conference

#### **CERTIFICATE OF PERFORMANCE**

Illinois State Bar Association Young Lawyers Division

### **Division IB—Young lawyer membership of more than 3,000 and less than 8,000**

#### **1ST PLACE**

South Carolina Bar Young Lawyers Division

#### **2ND PLACE**

State Bar of Michigan Young Lawyers Section

#### **SPECIAL RECOGNITION**

Oregon New Lawyers Division

North Carolina Bar Association—Young Lawyers Division

### **Division IC—Young lawyer membership of less than 3,000**

#### **1ST PLACE**

Young Lawyers Division of the Utah State Bar

#### **2ND PLACE**

The Virginia Bar Association, Young Lawyers Division

### **Division IIA—Young lawyer membership of 2,000 or more**

#### **1ST PLACE**

Dallas Association of Young Lawyers

#### **2ND PLACE**

Young Lawyers Section of the Chicago Bar Association

#### **SPECIAL RECOGNITION**

The Barristers Club of The Bar Association of San Francisco

### **Division IIB—Young lawyer membership of more than 800 but less than 2,000**

#### **1ST PLACE**

Multnomah Bar Association—Young Lawyers Section

#### **2ND PLACE**

Houston Young Lawyers Association

#### **SPECIAL RECOGNITION**

Allegheny County Bar Association Young Lawyers Division

#### **CERTIFICATE OF PERFORMANCE**

Austin Young Lawyers Association

### **Division IIC—Young lawyer membership of 800 or less**

#### **1ST PLACE**

New Orleans Bar Association Young Lawyers Section

#### **2ND PLACE**

Texarkana Young Lawyers Association

#### **CERTIFICATE OF PERFORMANCE**

Fort Worth-Tarrant County Young Lawyers Association

Collin County Young Lawyers Association

Corpus Christi Young Lawyers Association

## **Single Project—Service to the Bar**

### **Division IA—Young lawyer membership of 8,000 or more**

#### **1ST PLACE**

Virginia State Bar Young Lawyers Conference Domestic Violence Safety Project

#### **2ND PLACE**

State Bar of Georgia Young Lawyers Division Model Juvenile Code Project

#### **SPECIAL RECOGNITION**

Texas Young Lawyers Association

Justice 101—The Clients Guide to Litigation

### **Division IB—Young lawyer membership of more than 3,000 and less than 8,000**

#### **1ST PLACE**

North Carolina Bar Association—Young Lawyers Division

North Carolina Bar Association State-Wide Ask-a-Lawyer Day

#### **2ND PLACE**

South Carolina Bar Young Lawyers Division

2008 South Carolina Bar Convention/YLD Seminar & Oyster Roast

## **SPECIAL RECOGNITION**

State Bar of Michigan Young Lawyers Section

1st Annual Young Lawyers Summit

Oregon New Lawyers Division

SuperSaturday CLE Program

### **Division IC—Young lawyer membership of less than 3,000**

#### **1ST PLACE**

Young Lawyers Division of the Utah State Bar

Been There, Done That

#### **2ND PLACE**

The Virginia Bar Association, Young Lawyers Division

Law School Councils

### **Division IIA—Young lawyer membership of 2,000 or more**

#### **1ST PLACE**

Young Lawyers Section of the Chicago Bar Association

Life in the Balance

#### **2ND PLACE**

Dallas Association of Young Lawyers

Mentor Match

#### **SPECIAL RECOGNITION**

Los Angeles County Bar Association Barristers

2008 Nuts & Bolts: Basic Litigation Skills—

Essential Tools for Lawyers

### **Division IIB—Young lawyer membership of more than 800 but less than 2,000**

#### **1ST PLACE**

Houston Young Lawyers Association

Child Custody Pro Bono Amicus Attorney Training Series

#### **2ND PLACE**

Allegheny County Bar Association Young Lawyers Division

Law Student Mentoring Program

#### **SPECIAL RECOGNITION**

Austin Young Lawyers Association

AYLA Austin 49

#### **CERTIFICATE OF PERFORMANCE**

Multnomah Bar Association—Young Lawyers Section

The Fundamentals of Real Estate and Land Use CLE Series

San Antonio Young Lawyers Association

SABA/SAYLA Family Fall Fest

### **Division IIC—Young lawyer membership of 800 or less**

#### **1ST PLACE**

Fort Bend County Young Lawyers Association

Bridging the Gap—Amicus/Attorney Ad Litem Training

#### **2ND PLACE**

Corpus Christi Young Lawyers Association

Disaster Preparedness Luncheon Series

#### **CERTIFICATE OF PERFORMANCE**

Collin County Young Lawyers Association

Judicial Reception

Texarkana Young Lawyers Association

Judicial Dinner

Baton Rouge Bar Association: Young Lawyers Section

Sidebar Luncheons

## **Single Project—Service to the Public**

### **Division IA—Young lawyer membership of 8,000 or more**

#### **1ST PLACE**

Texas Young Lawyers Association

Safeguarding Our Seniors

#### **2ND PLACE**

State Bar of Georgia Young Lawyers Division

Soirée de la Chance

#### **SPECIAL RECOGNITION**

Virginia State Bar Young Lawyers Conference

Students Day at The Capitol

### **Division IB—Young lawyer membership of more than 3,000 and less than 8,000**

#### **1ST PLACE**

South Carolina Bar Young Lawyers Division

Community Law Week—The Rule of Law: Foundation for Communities of Opportunity and Equity

#### **2ND PLACE**

North Carolina Bar Association—Young Lawyers Division

Wills for Heroes

#### **SPECIAL RECOGNITION**

State Bar of Michigan Young Lawyers Section

Back to School Barbecue

Oregon New Lawyers Division

Public Service Display Booths

### **Division IC—Young lawyer membership of less than 3,000**

#### **1ST PLACE**

The Virginia Bar Association, Young Lawyers Division

Financial Literacy

#### **2ND PLACE**

Young Lawyers Division of the Utah State Bar

Tuesday Night Bar

#### **SPECIAL RECOGNITION**

Kansas Bar Association Young Lawyers Section

KBA High School Mock Trial

### **Division IIA—Young lawyer membership of 2,000 or more**

#### **1ST PLACE**

Philadelphia Bar Association Young Lawyers Division

Legal Advice Live

#### **2ND PLACE**

Young Lawyers Section of the Chicago Bar Association

Understanding Mortgage Foreclosure Proceedings

#### **SPECIAL RECOGNITION**

Dallas Association of Young Lawyers

Impacting DISD

### **Division IIB—Young lawyer membership of more than 800 but less than 2,000**

#### **1ST PLACE**

Houston Young Lawyers Association

Tomorrow's Attorneys Pipeline Program (TAPP)

#### **2ND PLACE**

San Antonio Young Lawyers Association

Lawyers Lend a Helping Hand

#### **SPECIAL RECOGNITION**

Austin Young Lawyers Association

Women's Resource Fair

#### **CERTIFICATE OF PERFORMANCE**

Multnomah Bar Association—Young Lawyers Section

The YOUthFILM

Young Lawyers Section—Cincinnati Bar Association

26th Annual High School Mock Trial Competition

Allegheny County Bar Association Young Lawyers Division

Public Education on Importance of Judicial Retention

### **Division IIC—Young lawyer membership of 800 or less**

#### **1ST PLACE**

Savannah Bar Association Young Lawyers Division

Mock Trial of the Slave Ship Wanderer

#### **2ND PLACE**

Association for Women Lawyers of Greater Kansas City

Step up for Women

#### **CERTIFICATE OF PERFORMANCE**

Texarkana Young Lawyers Association

Domestic Violence Prevention Valentine's Day Basket Donation

Collin County Young Lawyers Association

Night at Legal Aid Clinic

Corpus Christi Young Lawyers Association

Career Day at Los Encinos Elementary School

## **Minority Projects**

### **Division IA—Young lawyer membership of 8,000 or more**

#### **1ST PLACE**

State Bar of Georgia Young Lawyers Division

Leadership Academy

#### **2ND PLACE**

Virginia State Bar Young Lawyers Conference

Commission on Women & Minorities in the Profession

### **Division IB—Young lawyer membership of more than 3,000 and less than 8,000**

#### **1ST PLACE**

Alabama State Bar Young Lawyers Association

Minority Pre-Law Conference

#### **2ND PLACE**

South Carolina Bar Young Lawyers Division

Minority Pre-Law Conference

#### **SPECIAL RECOGNITION**

North Carolina Bar Association—Young Lawyers Division

M3-Minority Mentor/Mentee Program

#### **CERTIFICATE OF PERFORMANCE**

State Bar of Michigan Young Lawyers Section

Legal Information Workshop

### **Division IC—Young lawyer membership of less than 3,000**

#### **1ST PLACE**

Young Lawyers Division of the Utah State Bar

Mentoring Marathon

## **2ND PLACE**

The Virginia Bar Association, Young Lawyers Division

VBA First Annual Diversity Job Fair

### **Division IIA—Young lawyer membership of 2,000 or more**

#### **1ST PLACE**

Young Lawyers Section of the Chicago Bar Association

The Ethnic & Racial Diversity Three Part Panel Discussion Series

#### **2ND PLACE**

Dallas Association of Young Lawyers

Etiquette Program at Texas Wesleyan University

### **Division IIB—Young lawyer membership of more than 800 but less than 2,000**

#### **1ST PLACE**

Houston Young Lawyers Association

Early College Awareness Program (ECAP)

#### **2ND PLACE**

Allegheny County Bar Association Young Lawyers Division

YLD Diversity Committee

## **National Affiliates**

#### **1ST PLACE**

National Bar Association Young Lawyers Division

Cruising with the Young Lawyers: Diversity Roundtable and Networking Retreat

## **Newsletter Projects**

### **Division IA—Young lawyer membership of 8,000 or more**

#### **1ST PLACE**

Texas Young Lawyers Association

TYLA eNews

#### **2ND PLACE**

State Bar of Georgia Young Lawyers Division

The YLD Review

#### **SPECIAL RECOGNITION**

Virginia State Bar Young Lawyers Conference

Docket Call

### **Division IB—Young lawyer membership of more than 3,000 and less than 8,000**

#### **1ST PLACE**

State Bar of Michigan Young Lawyers Section

Inter Alia

#### **SPECIAL RECOGNITION**

South Carolina Bar Young Lawyers Division

The Bar Tab

#### **CERTIFICATE OF PERFORMANCE**

Young Lawyers Section of the New York State Bar Association

Electronically in Touch

### **Division IC—Young lawyer membership of less than 3,000**

#### **1ST PLACE**

Young Lawyers Division of the Utah State Bar

Young Lawyers Division of the Utah State Bar