

The  
**a**FFILIATE  
Volume 34 Number 1 • September/October 2008

The newsletter and resource guide for bar leaders nationwide

A Publication of the American Bar Association Young Lawyers Division • [www.abanet.org/yld](http://www.abanet.org/yld)

## Domestic Violence Prevention and Awareness: The ABA YLD 2008–2009 Public Service Project, Voices Against Violence

By Jason T. Vail

**D**omestic violence, sexual assault, and stalking constitute a destructive social epidemic, imposing physical, emotional, and financial costs on individuals, families, and communities. Statistics provided by the American Bar Association (ABA) Commission on Domestic Violence are sobering: by conservative estimates, 1.5 million women in the United States are assaulted by their intimate partners every year. Nationally, one-in-three women will experience sexual violence in their lifetimes, and one-in-twelve women will be stalked in their lifetimes. Although women are the victims in the majority of these crimes, men also experience intimate partner violence at an alarming rate.

The legal system is often the best hope for victims trying to stop intimate partner violence. Every state has some form of civil protection order, and many states are creating civil protection orders for victims of sexual assault and stalking. Obtaining a protection order, however, can be daunting for victims, and particularly for the unrepresented. Attorneys play a critically important role both to ensure legal protections for victims of violence and to educate their communities about the scourge



Jason T. Vail is an associate editor of *The Affiliate* and a staff attorney/legal editor at the Sargent Shriver National Center on Poverty Law in Chicago, Illinois.

in domestic violence. This is why the ABA Young Lawyer's Division's (YLD) 2008–2009 public service project, *Voices Against Violence*, will focus on domestic violence awareness, education, and prevention.

The ABA YLD's goal is to raise awareness about domestic violence and to assist affiliates and young lawyers in devising, implementing, and disseminating initiatives to complement and broaden existing efforts to eradicate domestic violence. Described in more detail below, the project has several advocacy and educational components, including materials on teen dating violence.

### Video on Teen Dating Violence Targeting Young Lawyers

This video educates the young lawyer about the prevalence of teen dating violence, how domestic violence affects younger victims, and the importance of lawyer involvement. The video also explains how young lawyers can be involved in addressing this important national issue regardless of their area of practice or lack of prior experience or knowledge.

### Young Lawyer Domestic Violence Awareness and Prevention Toolkit

Accompanying the video is a toolkit targeted toward young lawyer members and their affiliates. The toolkit provides an overview of the project, resources and information to help educate the young lawyer about domestic violence

*continued on page 8*

## Questions and Challenges? Call the Affiliate Assistance Team for Help

By Jaye Rancourt

**C**ongratulations, you have ascended through the ranks of your ABA Young Lawyers Division (ABA YLD) affiliate to assume your leadership role. Now what? How do you motivate your members and fellow leadership? How do you plan and implement successful CLE programs and public service initiatives? Maybe you are facing the huge challenge of reorganizing your affiliate. Maybe you are attempting to create a long-range plan for your affiliate. If you have these questions and/or are facing these challenges and need some help and guidance, the Affiliate Assistance Team of the ABA YLD can help.

The Affiliate Assistance Team is a group of past, present, and aspiring young lawyer leaders who work together to offer assistance and support to the over 300 young lawyer affiliates of the ABA YLD. The Affiliate Assistance Team offers support, materials, leadership training, and networking opportunities with other young lawyer leaders to help you be successful in your leadership role. We provide these services in three basic ways: (1) leadership training at each ABA YLD conference; (2) resources



Jaye Rancourt is the ABA YLD Affiliate Assistance Team Director and practices with the Manchester, New Hampshire, firm of Brennan Caron Lenehan & Iacopino.

provided through the Affiliates page of the ABA YLD website; and (3) meetings via telephone or at conferences with members of the Affiliate Assistance Team.

We offer these services and resources to every ABA YLD affiliate regardless of size, organizational structure, or funding source. We are flexible and are able to structure our assistance and support to meet the unique characteristics and needs of each YLD affiliate. We also assist young lawyer organizations in becoming affiliates of the ABA YLD.

At each ABA YLD conference the Affiliate Assistance Team will provide leadership training programs. At the Fall Conference in San Diego, the Affiliate Assistance Team will host two programs for young bar leaders. The first program is entitled "Hit the Ground Running: How to Start Your Bar Leadership Year Off Right." This program will provide insight from current and former young bar leaders about how to run effective meetings, how to implement successful public service projects, how to make a smooth transition between bar leadership, and how to work with your senior bar. We will also host a roundtable discussion with young lawyer leaders from across the country. The topic of the roundtable discussion will be "The Generation Gap: Does It Exist and If So, How Does It Effect Young Bar Organizations." We hope to continue our discussion of the Generation Gap and the effects it has on you and your membership

*continued on page 8*

### In This Issue

Mandatory vs. Voluntary Bars .....	page 2
Letter to the Editor:	
California State Bar Responds .....	page 2
Around the Country .....	page 3
<b>Important Deadlines</b> .....	page 3
ABA YLD Takes Bite Out of Big Apple .....	page 4
Letter from the Editor .....	page 4
Social Networking .....	page 4
Bar Membership Required .....	page 5
Affiliates and Law Students .....	page 5
Long-Range Planning .....	page 6
Transitioning to New Leadership .....	page 6
2008–2009 ABA YLD District Representatives .....	page 7
Affiliate Network Grows .....	page 8

### Upcoming in . . .

#### November/December

- 2008–2009 Mentoring Project
- Creating a Budget in Difficult Times
- Fall Conference Recap
- 2007–2008 Awards of Achievement

## 2008–2009 Year at a Glance: Join Us for Public Service, Resources, Collaboration, Training and Networking

### Educate and Serve Your Community: Domestic Violence Prevention and Awareness

To address an important need, the ABA YLD will produce a program designed to educate young lawyers about the epidemic of domestic violence, particularly among teenagers, and to engage them in efforts to end domestic violence in their communities.

### Collaborate with Your Colleagues

The ABA YLD will continue to offer a forum for new lawyers and young lawyer state, local, and specialty bar organizations to collaborate, share ideas, and discuss important issues and trends affecting new lawyers and our organizations.

### Benefit from New Resources: The Mentorship Project

The Mentorship Project is an online collection of articles, quick tips, and audio recordings geared toward the needs of young lawyers. As part of this project, the ABA YLD is working with StoryCorps® to record stories of "mentoring." The segments pair lawyers, judges, and others to discuss mentorship in the legal profession and to share their stories about mentoring. The recordings will be available on the ABA YLD website, archived at the Library of Congress, and segments may air on National Public Radio.

### Sharpen Your Legal Skills and Expand Your Network

The ABA YLD will continue to provide unique and quality opportunities for sharpening legal skills and networking through in-person events, distance learning, periodicals, and online resources.

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

# Mandatory vs. Voluntary: Which State Bar Is Better?

By Jill M. Kastner

If you want a lively discussion at your next bar meeting, ask: should attorneys be required to join the state bar association or should it be voluntary? You will get a number of passionate responses.

## A Brief History of Mandatory Bars

The debate over mandatory bar membership has raged since the early 1900s, when many states first considered having a mandatory, integrated bar. North Dakota became the first state to mandate bar membership in 1921. Many states soon followed as did the legal challenges.

In 1959, Madison attorney Trayton Lathrop sued the state bar of Wisconsin, claiming that compulsory dues were unconstitutional. *Lathrop v. Donohue*, 367 U.S. 820 (1961) (Joseph Donohue of Fond du Lac was bar treasurer at the time). The case went all the way to the U.S. Supreme Court, which upheld integration in 1961. The Supreme Court's decision did not end the debate. In 1986, cases in Wisconsin and California challenged whether a mandatory bar could use mandatory dues for activities beyond maintaining attorney discipline and ethics. *Levine v. Supreme Court of Wisconsin*, 679 F. Supp. 1478 (W.D. Wis. 1988), and *Keller v. State Bar of California*, 496 U.S. 1 (1990). At the time, there were

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

complaints that mandatory dues were being used for ideological and political activities. The Supreme Court in *Keller* ruled that an integrated bar could use mandatory dues to fund activities that were germane to the goals of regulating the legal profession and providing legal services. Bar dues could not be used for activities of an "ideologic nature which fall outside these areas of activity."

## Mandatory, Integrated Bars Predominate

Today, most states require bar membership to practice law in the state. But the form of mandatory bar varies widely. In states like Wisconsin, membership is mandated by an order of the Wisconsin Supreme Court. In California, it is required under the California Constitution. In states like Oregon, the legislature passed a law creating a new agency to govern attorneys.

Every state that does not have a mandatory bar has a voluntary bar. Many voluntary bars (including the American Bar Association) are thriving.

Although most states mandate bar membership, mandatory bars continue to be challenged in a number of states. Within the last decade, serious challenges have been mounted against mandatory bars in California, Florida, Washington, and Wisconsin—just to name a few. Although many in these states are trying to do away with their mandatory bar dues, other states, such as Hawaii, recently changed from a voluntary to a mandatory bar.

## The Pros and Cons of Mandatory and Voluntary Bars

Although advocates and opponents of mandatory bars often cite to the different activities carried out by each, many voluntary bars do much the same work as their mandatory counterparts and vice versa. Some bars, both mandatory and voluntary, perform a wide range of pro bono and/or public service works, while others focus almost solely on attorney discipline and standards of practice. Each bar's focus is more a function of the will of its membership than whether it is mandatory or voluntary. So, what is the difference?

For many, it comes down to the almighty dollar. When California State Senator Quentin Kopp introduced a bill to abolish the mandatory bar, he argued that mandatory dues were just another tax on attorneys. He claimed that bar dues was yet another tax wasted on the bureaucracy of the bar and its spendthrift programs. Many who oppose mandatory bars equate membership dues with taxes.

This is not to say that proponents of voluntary bars do not want to pay bar fees. Instead, they argue, voluntary bars are more careful about how those voluntary dues are spent because if members do not approve, they can withdraw their membership and corresponding dues. Proponents also argue that voluntary bars are more efficient and accountable to their memberships than mandatory bars.

Advocates of mandatory bar membership point to the *continued on page 8*

## Letters to the Editor State Bar of California Responds

The following letter to the editor was submitted in response to California Young Lawyers Get by with a Little Help from Their Friends, by Timothy R. White and Matthew Butler, *The Affiliate* (May/June 2008), at 1. The letter has been republished and edited for clarity and space. For an unedited copy of the letter, visit *The Affiliate* page on the ABA YLD website at [www.abanet.org/yld/affiliate/](http://www.abanet.org/yld/affiliate/).

The Board of Governors of the State Bar of California considers the California Young Lawyers Association to be an integral and dynamic component of our 217,000-member organization. Given the Board's recent efforts to more precisely define the role of CYLA, and our increased emphasis on ways to enhance our young lawyers' experience within the association, we were surprised by the recent criticism in your publication, much of which was inaccurate. The most troubling of these inaccuracies was the assertion that the very existence of CYLA was "threatened." There was never a proposal before the Board of Governors to "disband CYLA" as a State Bar entity and "place young lawyers directly into sections of the State Bar," stated as fact in the column. The Board of Governors was urged to break down barriers to young lawyer participation in the full range of State Bar activities, beyond membership in CYLA, and to provide greater leadership opportunities for young lawyers with demonstrated interest in bar sections and bar committees.

As noted in the column, the State Bar's Board of Governors focused its 2007 annual planning meeting solely on young lawyers. The purpose—to focus on ways to more actively engage young lawyers in the State Bar—was stated in a memo sent to all invited participants. We do not understand why the column writers "weren't sure what that meant exactly." CYLA executive committee members were invited to participate in this planning session which was conducted by Dadie Perlov, an experienced bar association facilitator who had been retained by the Board to assist with its planning process.

Contrary to what was stated in the column, Ms. Perlov was not asked to interpret the aforementioned survey results but instead compile a report (subsequently titled, "The Generational Divide: Real or Imagined") based on the many different approaches sanctioned by the State Bar Board of Governors to evaluate the issues faced by California's young lawyers: focus groups, one-on-one interviews, research of other local and state bar young lawyer entities and to incorporate a review of the young lawyer survey results. This report offered a basis for the State Bar to hold its Spring Summit on young lawyers and focused on ways to strengthen CYLA via staffing, funding, restructuring and career development. Again, the report did not contain a recommendation to disband CYLA as alleged in the column. The report did contain "Action options for consideration and discussion" at the Spring Summit, the first and most detailed being to "Strengthen the CYLA." The report also summarized the research conducted by Ms. Perlov and was intended to be used as a springboard for discussion at the Spring Summit. The full report can be obtained by e-mailing [cyla@calbar.ca.gov](mailto:cyla@calbar.ca.gov).

Another erroneous assertion in the column states that "CYLA summoned the help of other young lawyer leaders from across the nation." In fact, the summit invitation list was developed by State Bar staff and included a broad range of individuals, both volunteers and staff from

local, state and national organizations to allow for a variety of opinions in the summit discussions. The State Bar subsidized the travel of invitees to encourage full participation. Additionally, a CYLA Board meeting was scheduled immediately prior to the summit to ensure all CYLA Board members would be in attendance. There was no need for CYLA to "summon help" as participation was requested and even encouraged by the State Bar president and staff. . . .

Based on this thorough study, the State Bar has doubled the overall funding for CYLA for 2009, significantly increasing staff support to provide sustained communication, programming and a coordinated effort with local young lawyer groups, to help transition young lawyers into the profession. . . .

Judy Johnson, Executive Director  
The State Bar of California

• • •

The *Affiliate* is a newsletter and resource guide for the ABA YLD and its bar leaders, and one can hardly think of a better model for such leaders to follow than that employed by members of the California Young Lawyers Association (CYLA) who felt the future of their young lawyer association was in question.

More than a year ago, young lawyers from the CYLA, one of the ABA YLD's largest affiliated young lawyer organizations, turned to the ABA YLD for assistance because they were concerned that their organization was in jeopardy. The ABA YLD offered its assistance to the CYLA through its affiliate structure. Throughout the year, several members of the ABA YLD's leadership spoke to members of the State Bar of California in support of the CYLA, to identify the importance and benefits of maintaining a separate and distinct place for young lawyers within the "big bar." As a direct result of these extensive and invaluable discussions, summarized in part by Dadie Perlov's final report, the State Bar of California came to better understand the views of the CYLA, and ultimately voted to double its funding for 2009 as well as to support several other initiatives to sustain the state's young lawyer association.

The success story of the CYLA showcases the significance of the ABA YLD in serving as the umbrella organization for young lawyer associations nationwide and exemplifies the ABA YLD's value to its member network. To the extent that the CYLA turned to the ABA YLD for guidance in its time of need, the ABA YLD fulfilled its mission, and that is the story we believe is worth sharing with *The Affiliate's* readership. Disagreement over how a particular author chose to recount CYLA's tale instead of focusing on its happy ending seems to miss the mark of what this publication stands for.

Rachel E. Kopp, 2007–2008 Editor  
Mercedes Pino, 2008–2009 Editor

The Editors of *The Affiliate* encourage readers to respond to articles and share ideas in brief letters to the editor. We reserve the right to edit for clarity and space and cannot acknowledge or guarantee publication of any particular contribution. Because of the newsletter's production schedule, material may not appear until several months after submission. Letters must include the writer's name, mailing address, e-mail address, and daytime phone number. Contact the Editors at *The Affiliate*, American Bar Association Young Lawyers Division, 321 North Clark Street, Chicago, IL 60654-7598, [the.affiliate@yahoo.com](mailto:the.affiliate@yahoo.com). 

Editor  
Mercedes Pino, Miami Gardens, FL

Associate Editors  
Jason T. Vail, Chicago, IL  
Mason W. Wilson, Memphis, TN

Assistant Editors  
Francine Bailey, Chicago, IL  
Lindsey R. Buchheit, Sioux City, IA  
Michele Hyndman, Washington, DC  
Jill M. Kastner, Glendale, WI  
Lee C. Matthews, Enfield, CT  
Alyssa K. McCorkle, San Diego, CA  
Amy Osteryoung, St. Augustine, FL

Managing Editor  
Richard W. Bright, Chicago, IL

Art Director  
Amanda Draper, Chicago, IL

ABA YOUNG LAWYERS DIVISION

Chair  
Elizabeth K. Acee, New Haven, CT

Chair-Elect  
Kelly-Ann Clark, Galveston, TX

Secretary-Treasurer  
David Wolfe, Livingston, NJ

Assembly Speaker  
Chauntis T. Jenkins, New Orleans, LA

Assembly Clerk  
Ethan Tidmore, Birmingham, AL

Directors  
Matthew B. Butler, San Diego, CA  
Julia Bahner, Seattle, WA  
Craig Cannon, Winston-Salem, NC  
Christopher Fortier, Vienna, VA  
Scott D. Laufenberg, Bowling Green, KY  
Seth D. Levy, Los Angeles, CA  
Lynlee Palmer, Birmingham, AL  
Michael J. Pellicciotti, Seattle, WA  
J. Phenise Poole, Cincinnati, OH  
Jaye Rancourt, Manchester, NH

# aFFILIATE

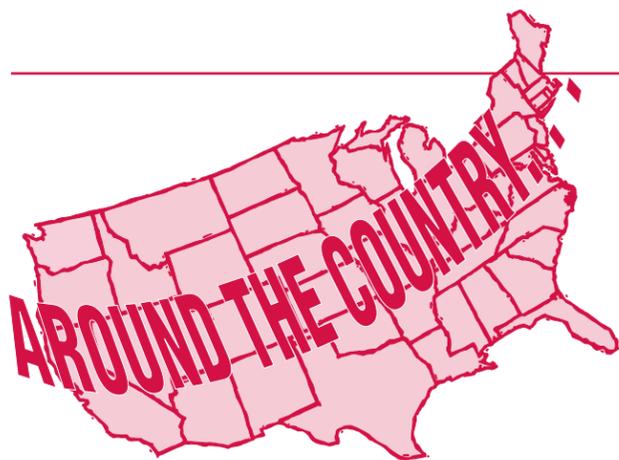
The *Affiliate* (ISSN: 0360-5485) is published six times yearly by the Young Lawyers Division of the American Bar Association, 321 North Clark Street, Chicago, IL 60654-7598, for the Division's state, local, and specialty affiliated young lawyer groups.

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 [mccallj@staff.abanet.org](mailto:mccallj@staff.abanet.org).

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

© 2008 American Bar Association.  
Produced by ABA Publishing.



Compiled by Mercedes Pino

**A**s we kick off another bar year, ABA YLD affiliates are already off to a great start by giving back to the community, networking, and providing guidance to new attorneys and law students.

#### Giving Back

The *Mobile Young Lawyers Association* hosted its annual “Band Party” on August 21 at Oysterella’s. RC and the Moonpies, featuring Ricky Chancey, guitarist for the Hank Williams, Jr. Band, provided the musical entertainment. The “Band Party” is a charity event with a small donation requested at the door and given to Family Promise, an organization that helps local families facing poverty and homelessness.

On September 20, the *Illinois State Bar Association Young Lawyers Division* held its “ISBA YLD Day at the Races,” a networking and social event co-sponsored with the Northwest Suburban Bar Association. The event, held at Arlington Park Racecourse, benefited the Illinois Bar Foundation/YLD Children’s Assistance Program.

The *Young Lawyers Division of the Memphis Bar Association* held its First Annual YLD softball tournament on September 13 at Willow Field in East Memphis. It was a co-ed, double elimination tournament to benefit the Downtown Porter Boys & Girls Club. Teams were made up of lawyers, paralegals, and other legal support staff.

#### Community Outreach

To benefit Nashville’s homeless population, the *Nashville Bar Association Young Lawyers Division* held its “Annual Toiletary Drive for the Homeless.” Items collected included soap, shampoo/conditioner, razors for shaving, shaving cream, deodorant, lotion, toothpaste and toothbrushes, and more. Toiletaries went to local homeless shelters and organizations.

The *Maryland State Bar Association Young Lawyers Section* presented “Together We Can: A Book Drive for Grades K-5.” The YLS accepted donations of new and gently used books appropriate for children in grades K-5 on behalf of a Baltimore City Elementary School that does not have the resources to fully fund a school library.

The Done in a Day Committee of the *South Carolina Bar Association Young Lawyers Division* sponsored a backpack drive to benefit students in public schools along I-95.



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.

Items collected included loose-leaf paper, composition notebooks, pocket folders, protractors, dividers, mechanical pencils, dictionaries, large boxes of Kleenex, as well as various other supplies.

On September 20, the *Dade County Bar Association Young Lawyers Section* coordinated the 2008 “Miami-Dade Coastal Cleanup.” The YLS invited all law firms, attorneys, and their friends and families to take part in accomplishing its mission to remove trash from

shorelines, waterways, and beaches and make the public aware of marine pollution. The event took place on Saturday, September 20, and was held at various sites throughout Miami Dade County, including South Beach, Haulover Beach Park, Oleta River State Park, Crandon Park, Village of Key Biscayne Club, Matheson Hammock Park, Biscayne National Park, Morningside Park, and Virginia Key Beach, among others.

The *Fayette County Bar Association Young Lawyers Section* held its seventh annual “Back 2 School Drive.” The Young Lawyers collected backpacks, binders, scissors, calculators, markers, glue, and various other supplies for the Fayette County School Board to distribute during the first few weeks of school.

The *Austin Young Lawyers Association* held its “Caritas of Austin Toiletries Drive.” As in prior years, AYLA collected different kinds of toiletries over the summer at law firms throughout the city. The particular focus was on small-sized bottles of toiletries such as shampoo (like the ones that you get in hotels). Throughout the drive, AYLA kept track of each individual’s donations and awarded prizes at the end of the drive to those who contributed the most. The tally was not in at press time, but last year, the toiletries drive raised over 1,000 lbs. of items and \$1,300 in monetary donations!

#### Coming Together

The *Boston Bar Association New Lawyers Section* presented a program entitled “Beacon for New Lawyers: Tips for Getting Ahead in the Greater Boston Legal Community.” Participants were invited to the Boston Bar Association on Beacon Hill to hear candid advice about how to make a name for yourself in the legal community from leading attorneys. Specific topics included the best places to network, what you need to know about the political landscape, how to get involved in the community, and opportunities for creating a dynamic career.

In cooperation with the Workers Compensation Section of the Atlanta Bar, the *Atlanta Counsel of Young Lawyers* sponsored a wine tasting/wine education event on August 21. A wine company, WineStyles, coordinated the wine education and wine tasting parts of the event. Then, at their leisure, guests proceeded to the blind tasting tables where they tried to match the wines being sampled to the tasting notes provided by WineStyles. Those who matched all wines correctly were given a prize and entered in a drawing for a larger prize. Those not wanting to participate in the tasting proceeded directly to the tables where they learned about the wines without the blind tasting.

The *Kentucky Bar Association Young Lawyers Section* annual luncheon featured humorist-at-law Sean Miller, who entertained attendees with humor and the message to keep perspective in the practice of law. The Section also presented the 2008 Outstanding Young Lawyer Award to LaToi D. Mayo, a Lexington practitioner with the firm of Wyatt, Tarrant & Combs.

On September 21 the *Maricopa County Bar Association Young Lawyers Division* held its “Race Judicata” at Kiwanis Park in Tempe. Young lawyers brought their families to participate in a 5K, a one-mile race, or a Kids’ Dash. They had music, refreshments, a play area for the kids, and awards.

The *New Mexico State Bar Young Lawyers Division* is planning its “Justice for All Ball” this fall. This first annual event is intended to recognize long-term commitment by New Mexico attorneys and judges to providing access to justice for low- and moderate-income persons. Planned and hosted with Equal Access to Justice, the Inaugural Pamela Minzner Equal Access to Justice Award will be presented.

The *Chicago Bar Association Young Lawyers Section* hosted its third “Meet the Committees Night & Social Hour” on Tuesday, September 18. The event provided an opportunity for both members and nonmembers to learn how YLS

committees can help them advance their careers with leadership opportunities, stay current on changes in the law, and make personal and professional contacts. The event featured complimentary cocktails and appetizers and law students were welcome.

The *Allegheny County Bar Association Young Lawyers Division* held its YLD Golf Outing, a four-person scramble format tournament, on Friday, September 26, 2008, at Birdsfoot Golf Club. It was a wonderful opportunity for all members of the ACBA to network, practice firm development, entertain clients, and experience Pittsburgh’s newest golf destination, Birdsfoot Golf Club, which has been featured in *Golf Magazine*, *Pennsylvania Golfer*, and received a four-star rating from *Golf Digest*. All members of the ACBA were invited to attend and encouraged to bring their clients. Prizes were awarded for skill competitions and lunch was provided.

#### Future of the Profession

The *Young Lawyers Division of the Federal Bar Association* hosted its annual summer program for law clerks working in the federal sector to meet federal government lawyers and discuss career development, agency missions and operations, and employment opportunities for graduating law school students. The program, held over several sessions, provides law students the opportunity to ask questions of experienced government lawyers and visit various federal agencies.

The *Connecticut Bar Association Young Lawyers Section* hosted a CLE entitled “Short Calendar 101: What Every Lawyer Needs to Know.” Intended to conquer the apprehension most new attorneys feel speaking before a judge in a courtroom filled with peers, this program instructed attendees on how to present themselves for oral argument before the court and provided an overview of the Connecticut short calendar system. Topics included what a short calendar is, marking pleadings, when to request oral argument, how to prepare for oral argument, and how to effectively present yourself to the court.

During the 2008–2009 bar year, the *Kentucky Bar Association Young Lawyers Section* is partnering with the KBA for a joint online web mentoring program called “Brief Insights.” Kentucky attorneys will be recording short presentations on substantive legal, ethical, and law practice management topics that will be available online.

The *Hawaii State Bar Association Young Lawyers Division* co-sponsored an “Associates Bootcamp,” a three-part program held over three consecutive Friday morning sessions on “what they don’t teach you in law school.” The Bootcamp is designed for first- to third-year associates, but all were welcome. Participants learned how to communicate effectively with partners, clients, other colleagues, and manage their expectations; how to market themselves and develop their reputations within their firms and to the public; how to make effective presentations to partners and clients; how to bill their time effectively; common sources of irritation to partners, clients, and colleagues; common ethics traps for new lawyers; and many other practical topics.

The *Wyoming State Bar Young Lawyers Section* brought in Mike Cash, a former stand-up comic, to present a CLE entitled “Trials: Tips, Tactics & Tales with Mike Cash.” In this fast-paced program, rich with demonstrations, Cash presented tips and tactics illustrated by tales from actual trials in which they were successfully employed. Cash proved to be spellbinding speaker who engaged participants as only a former comic can.

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! 

## Don't Forget . . .

**October 1–31**

Domestic Violence Awareness Month

**October 2–4**

YLD Fall Conference

San Diego, CA

**February 2–6**

National Teen Dating Violence Awareness and Prevention Week

**February 12–14**

ABA Midyear Meeting

Boston, MA

**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  
2009–2010 YLD Scholarship 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 Takes Bite Out of Big Apple

By Mason Wilson

New York, New York, was sweet music to the ears of attendees at this year's Annual Meeting in Manhattan this August. From Broadway to the Bowery building on 42nd Street, American Bar Association (ABA) members young and old were treated to the very best the ABA Young Lawyers Division (ABA YLD) and the city had to offer. The meeting concluded a successful 2007–2008 bar year and proved to be the perfect forum for celebrating the ABA YLD's recent successes while planning great things for the year to come.

The ABA YLD Assembly opened on Friday, August 8, and concluded at noon on Saturday, August 9. Robust debates were held on a wide variety of topics including access to courts for military personnel, amending the Model Rules of Professional Conduct to permit screening within a law firm to allow other lawyers to undertake representations



Mason Wilson is an associate editor of *The Affiliate* and practices in the Memphis, Tennessee, office of Baker, Donelson, Bearman, Caldwell & Berkowitz, PC.

that would be prohibited to another lawyer in the firm because of a conflict of interest from a prior employment, and encouraging government to implement pilot programs that would enable and encourage medical personnel to report hospital events that could threaten patient safety. A number of awards were presented during Assembly, including the Outstanding Young Military Service Lawyer Awards, Awards of Achievement, the Outstanding Public Service Project Award, Stars

of the Year, and Child Advocacy Awards. A hearty congratulations goes to all the award winners.

The Assembly also heard a spirited presentation on election protection from Rachel Patrick of the ABA Council on Racial and Ethnic Justice. Patrick enlivened the crowd with her enthusiastic appeal for young lawyers across the nation to get involved in the Council's work to ensure that every citizen's vote is accounted for in the upcoming elections. Not to be outdone, Morten Schwartz Nielsen of the Danish Young Lawyers gave an insightful and eye-opening account of the practice of law in his homeland.

Delegates were treated to comments from a number of distinguished guests, including Jonathan Bing, Assemblyman for the 73rd District in New York and YLD Fellow, Keith B. McLennan, Chair of the Solo & Small Firm Division, Peter Bennett, Chair of the Tort, Trial and Insurance Practice Section, Laurel Bellows, Chair of the ABA House of Delegates, H. Thomas Wells, Jr., ABA President for the 2008–2009 bar year, William Neukom, Past-President of the ABA, and Carolyn Lamm, Past Chair of the ABA YLD. All of the speakers emphasized the importance of the ABA YLD's participation in the ABA as a body and encouraged young lawyers to get involved in committees and projects for the "big bar."

As part of the Assembly's annual rite of passage, ABA YLD Chair Justin Goldstein passed the gavel to Chair-Elect Elizabeth Acee, an attorney with LeClairRyan in New Haven, Connecticut, who ascends to the position of Chair for the 2008–2009 bar year. Kelly-Ann Clarke, a lawyer with Greer

Herz & Adams in Galveston, Texas, ascended to the position of Chair-Elect, while Assembly Clerk Chauntis Jenkins, a partner at Porteous, Hainkel & Johnson, LLP in New Orleans, Louisiana, became Assembly Speaker. In other uncontested elections, David Wolfe of Skoloff & Wolff in Livingston, New Jersey, was elected Secretary-Treasurer and Ethan Tidmore of Bradley Arant Rose & White, LLP in Birmingham, Alabama, was elected Assembly Clerk.

Always an Annual Meeting highlight, the ABA YLD Fellows Dinner on August 8 was a hit. The world-famous Cipriani Restaurant was a prime location for fine food, great company, and dancing the night away. During the dinner, Helaine M. Barnett, President of the Legal Services Corporation, was recognized for distinguished service to the public and the legal profession.

The meeting, however, was not all about Division business. Attendees were offered a full slate of interesting and informative CLE programs with topics ranging from how judges think to modern American election law. The ABA YLD, together with the Wills For Heroes Foundation, New York County Lawyers Association, New Jersey Bar Association, and Ballard Spahr Andrews & Ingersoll, LLP, also gave young lawyers an opportunity for public service by organizing a Wills For Heroes event on August 9 at Liberty Island. Participants drafted free wills for U.S. Park Police officers.

All told, the perfect weather, great venue, and spectacular programming made the Annual Meeting in New York a rousing success. A special thank you goes to the Host Committee for making this year's meeting such a great event. **a**

## Letter from the Editor

By Mercedes Pino

If you have never heard of or received this publication, welcome aboard! *The Affiliate* is published six times a year and received by young lawyer organization bar leaders on the local, state, and national levels. You are receiving this publication because at some point in time your organization chose to become an affiliate of the American Bar Association Young Lawyers Division (ABA YLD). *The Affiliate* is just one of the many benefits you receive as an affiliate.

Under the leadership of Chair Lizz Acee, the ABA YLD has great programs in store this bar year. The YLD is teaming up with National Public Radio and StoryCorps® for a mentorship project that kicked off at the ABA Annual Meeting. This year will also see the ABA YLD take up the charge on domestic violence awareness, with a focus on addressing domestic violence among young people aged 16–24. *The Affiliate* looks forward to keeping you up-to-date on the progress of these exciting programs. In addition, we look forward to highlighting your exciting programs and events.

*The Affiliate's* main focus is you. Our goal is to provide you with information and tools to help you have a fun and productive bar year. When you receive this publication, throughout the year, you can expect to find the following:

- articles featuring successful public service, member service, diversity, and fundraising programs and events held by affiliates and the ABA YLD and the groundwork on how to implement them in your young lawyer organization;
- spotlights on affiliates that have been revitalized after facing the challenges of declining participation, membership, and/or funding;
- every issue will have the "Around the Country . . ." section highlighting the events, news, and accomplishments of local and state affiliates;
- information regarding opportunities for scholarships, grants, and awards;
- articles on how the Affiliate Assistance Team and Disaster Legal Services can provide your affiliate assistance; and
- previews and recaps of ABA YLD conferences, meetings, and events, such as the Fall and Spring Conferences and ABA Day.

Our commitment is to provide you with practical, timely, and relevant information. In return, we hope that you will provide us with the same. We ask that you update your contact information so that we can ensure this publication is getting to current affiliate leaders, please visit [www.abanet.org/yld/affiliateleaders/update.html](http://www.abanet.org/yld/affiliateleaders/update.html). Speaking of the ABA website, since *The Affiliate* is only received by two leaders in each affiliate,

you can visit the publications' webpage at [www.abanet.org/yld/publications.html](http://www.abanet.org/yld/publications.html) and share current and past issues of this publication with members of your organization.

*The Affiliate* wants to hear from you! We want to highlight your successes and achievements. We want to make sure that we are providing helpful information, and we cannot do that without your help. If you have story ideas, news, comments, and/or suggestions, please feel free to share them with us at [the.affiliate@yahoo.com](mailto:the.affiliate@yahoo.com). We look forward to another great bar year. And we look forward to hearing from you here at *The Affiliate!* **a**



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.

## Get Connected!

### Social Networking to Increase Membership Communication

By Francine Bailey

Given the constant presence of the Internet community, it was only a matter of time before groups—professional and otherwise—started looking to the web as a tool for connecting their members. This begs the question: can social networking sites help connect members of a young lawyers association; and are these sites really beneficial tools, or should the social networking phenomenon be left for your social life?

#### Connecting Through Facebook

Any conversation about social networking websites begins with Facebook.com and MySpace.com. Originally thought to be virtual hangouts for the college-aged user, it has become commonplace to use these sites for promotion and marketing. MySpace pages for products and movies geared to the younger generation are becoming more and more common. As for Facebook, many groups are using it for communication.

Recently, *The Affiliate* had the opportunity to speak with Dr. Paige Sindt, the class agent for her graduating class at Cornell College. She uses Facebook to contact alumni and remind them of their upcoming class reunions. When asked why she chose Facebook, Sindt stated: "Facebook serves as an excellent social and professional networking tool. Beyond the day-to-day aspects of keeping in touch with your old friends, roommates, and classmates and their families and jobs, Facebook also serves a purpose in building and maintaining communities."

Sindt did her homework before choosing Facebook, stating, "Facebook tallies around 250 million hits daily and ranks ninth in overall traffic on the Internet, combines the personal with the professional, and offers additional appealing features (such as creating smaller groups within an existing community)."

Facebook remains geared toward social purposes, with various applications aimed at showcasing photos, quips, and thoughts with personal friends. This doesn't make Facebook an unattractive tool for a young lawyers association, however. Facebook lends itself well to marketing and announcements geared toward a particular group. It is also well-suited for finding and re-connecting people who have lost contact. Thanks to this feature, it is likely that your bar association could help its members maintain a referral network.

#### Facebook for Professionals?

Last year, the ABA Section of Science and Technology conducted a survey of its young lawyer members that asked about social networking. Of those responding 61 percent indicated they were interested in an ABA-sponsored social networking site similar in nature to LinkedIn. So, perhaps a niche market is there after all.

*The Affiliate* spoke with Robert Ambrogi, who has written several articles on media and the law. Ambrogi believes that social networking websites may be great tools for a bar association to use, commenting, "There should be enough of a community of interest that it should work well." In fact, in his experience, social networking sites work best when there is a community of interest. The idea of promoting affiliate activities through a social networking site makes sense. Once a group is set up and people join, the association's message can be pushed out to the entire group. Ambrogi is not the only person to have this sense. Martindale.com intends to launch a networking website in the near future, and some bar associations around the country have already launched association-specific beta sites.

#### Complementing or Replacing Listservs?

Currently, many bar associations use listserv technology to boost membership communications. Listservs are generally regarded as helpful tools for allowing members to communicate with each other. But the technology is not without its drawbacks. Because listservs are dependent on e-mail, messages are often relegated to an e-mail folder that is rarely checked or to a spam folder. Also, because everyone can post a thread to a listserv, the ability to control the number and content of messages is limited. Listservs certainly have a place in a bar association's toolbox; however, they are not well suited to networking because they are dependent on member activity. The addition of RSS Feeds, which allow groups to add a listserv like function to its page, to social networking sites may eliminate the need for listservs altogether—for example, the "wall" feature in Facebook or the message board feature in LinkedIn.

#### Conclusion

Social networking sites such as Facebook, MySpace, and LinkedIn have the potential to assist your bar association to increase membership communication. Although Facebook remains a largely social site, it may be beneficial for increasing networking possibilities. The potential for networking combined with a social purpose is a logical step. A bar association should have enough of a community of interest within its membership to keep a social networking site active. A social networking site might be just what you need to effectively combine several ways of connecting and communicating with members into one place. **a**



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

# Bar Membership Required for Lawyers' Professional Growth

By Michele Hyndman

Every new lawyer wants to have numerous opportunities to develop into an excellent lawyer in his or her area of law practice. Specifically, new lawyers want the training that will aid them in building their toolbox of leadership and client relations skills. Most law firms and corporations provide programs in trial advocacy and deposition skills, negotiation and transactional skills, and legal writing and presentation skills, but boutique law firms and small nonprofit organizations may not have the resources to provide these programs for their lawyers. So, how can these lawyers develop their skills? They become members of their state or local bar associations.

## Professional Development

Bar associations provide professional development programs, similar to those provided by large law firms, for their members. A lawyer's professional development and growth calls for a consistent professional framework that provides lawyers with the right experiences, learning, and coaching to achieve their potential and make a difference for their clients, their areas of law, and each other. Law firms and corporations provide such a framework for lawyers through formal and informal learning programs and mentoring programs. These programs give new attorneys the tools they need, allowing them to apply the knowledge gained to actual on-the-job situations, and provide valuable counseling from more experienced lawyers.

A typical professional development program organizes seminars and educational meetings in different practice areas that may include programs in trial advocacy and deposition

skills, transactional issues, and legal writing and presentation skills. Moreover, such programs may include educational meetings and seminars to discuss developments in specific practice areas.

State and local bar associations, however, add an important ingredient to a lawyer's professional development and growth that cannot be successfully obtained at a law firm or a

**State and local bar associations offer an important ingredient to a lawyer's professional development and growth that cannot be successfully obtained at a law firm or a corporation—networking.**

corporation—networking. What better way to develop your networking skills than to be surrounded by lawyers of different ages, from different backgrounds, who practice different areas of law, and who work at different organizations?

## Bar Association Networking Events

The Women's Bar Association (WBA) and the Federal Bar Association (FBA) represent a scintilla of the many bar associations that provide professional development programs for their members. These two bar associations are notable because they offer exceptional, structured networking events that facilitate future development and growth for their members.

Each summer, the District of Columbia chapter of the WBA holds an annual networking event, "Women in the Law Night with the Mystics," held in conjunction with the D.C. Lady Lawyers, at the Verizon Center before the Women's National Basketball Association's (WNBA) Washington Mystics' season opener. Lawyers from different disciplines of law and law

students gather for a unique, structured networking reception and a Mystics basketball game. This event, lead by Jennifer Schwab and Elizabeth Marvin, requires its participants to form small groups of five or six women and to introduce themselves to each other within their respective groups. Business cards are often swapped within these groups and the women are able to connect with other lawyers in the D.C. area.

The FBA offers twenty-five sections and divisions representing substantive law and special areas of practice. Sections and divisions provide continuing legal education programs and professional development programs, giving members opportunities to network with other lawyers in and outside their areas of law practice. Most sections of the FBA hold networking events for lawyers who practice within a specific area of law. During these networking events, five or six experienced lawyers are invited to share their career paths and backgrounds with the young lawyers. The young lawyers are divided into five or six smaller groups and an experienced lawyer is placed in each small group to field questions from the young lawyers. This type of networking event allows young lawyers to network with an experienced lawyer in their practice area in a small setting. Many mentorship relationships have been formed through this structured networking event.

## Other Bar Association Opportunities

In addition to networking events, professional development programs are important for lawyers to develop their technical skills, knowledge about their practice areas, and networking skills. Sponsoring these types of programs makes joining your bar association a requirement, not an option, for a new lawyer to develop into an excellent lawyer. 

Michele Hyndman is an assistant editor of *The Affiliate* and practices in the New York, New York, office of Ernst & Young.

## Affiliates Building the Future—One Law Student at a Time

By Lindsey R. Buchheit

"We cannot always build the future for our youth, but we can build our youth for the future." These words were spoken by President Franklin D. Roosevelt in his Address to the University of Pennsylvania on September 20, 1940. Despite all the triumphs, trials, and technologies that have come to pass since these words were spoken, the importance of educating our youth is one element of America that never seems to change. A former lawyer, Roosevelt would be proud to know that such emphasis on our youth remains a high priority of the legal community.

### Iowa State Bar Young Lawyers Division

To be sure, several affiliates of the American Bar Association Young Lawyers Division (ABA YLD) are reaching out to law students and young lawyers. For example, the Membership Chair of the Iowa State Bar Association Young Lawyers Division (ISBA YLD), Ryan Carter, teamed up with the University of Iowa Law School in Iowa City, Iowa, to host a social event for law students and young lawyers in August. Other co-sponsors included the Linn Law Club of Cedar Rapids, Iowa, and the Johnson County Young Lawyers Division. A partner at Shuttleworth & Ingersoll, P.L.C. and a member of the ISBA YLD Executive Council, Carter said that the goal of this event, and of the YLD in general, is to "have young lawyers and law students interact with one another to promote the practice of law in Iowa." As Carter noted, law students generally feel more comfortable speaking to—and therefore learning from—younger attorneys.

The ISBA YLD has hosted similar events for law students in the past and plans to continue the tradition in the future, with events already on the agenda for this fall at Drake Law School in Des Moines, Iowa. The Iowa City event, which was held at Giovanni's Italian Restaurant, provided an informal setting in which law students could meet and ask questions of young attorneys. The event was specifically designed to help second-year law students prepare for on-campus interviews held the following week at the Iowa Law School. Members of the ISBA YLD even helped conduct mock-interviews earlier that day. According to Carter, the ISBA YLD plans to host another social event for Iowa City law students this fall, this time geared toward first-year law students.

### Washington State Bar Young Lawyers Division

The Iowa State Bar Association, of course, is not alone in its efforts to help prepare law students for the future. Several other affiliates of the ABA YLD have joined the cause. The Washington State Bar Association Young Lawyers Division

(WYLD), for example, opened its membership up to law students, and in fact, has three students—one from each of the state's law schools—who sit on the WYLD's Board of Trustees. Offering many volunteer and educational opportunities for law students, the WYLD will also host the "Third Annual Race Judicata 5K Walk/Run" in Seattle, Washington, on October 19, 2008. WYLD members, students, judges, and other members of the legal community will join in this event, which "seeks to raise funds to support student work in public-interest law geared toward public health issues." Visit [www.wsba.org/lawyers/groups/wyld/default1.htm#race](http://www.wsba.org/lawyers/groups/wyld/default1.htm#race) for more information.

### Other Opportunities for Law Students

Other affiliates have created a Law School Division within their state bar associations that provides several benefits for law students. For instance, as a member of the Illinois State Bar Association Law School Division, law students receive monthly editions of the *Illinois Bar Journal*, participate in local law school-sponsored activities, are eligible for admission to the Law Education Series programs and seminars throughout the state, and have the invaluable opportunity to meet with and learn from Illinois attorneys. For more information, visit <http://law.niu.edu/law/organizations/isba.shtml>.

Similarly, the Minnesota State Bar Association (MSBA) Law School Division gives law students the opportunity to network with the legal community, get involved with over thirty MSBA sections, and attend continuing legal education courses and programs specifically designed to address the concerns and issues facing law students. Visit [www2.mnbar.org/sections/law%2Dstudent](http://www2.mnbar.org/sections/law%2Dstudent) for more information.

In the words of Franklin Roosevelt, "It is the function of education, the function of all of the great institutions of learning in the United States, to provide continuity for our national life—to transmit to youth the best of our culture that has been tested in the fire of history." Address to the University of Pennsylvania on September 20, 1940. In a law student's eyes, there is perhaps no greater teacher than one who has survived the fire of law school. To be sure, whether it is a mock interview, a seminar, a newsletter, a race, or a social gathering, ABA YLD affiliates are living proof that we can in fact build our youth for the future. 



Lindsey R. Buchheit is an assistant editor of *The Affiliate* and an associate with the Sioux City, Iowa, firm of Corbett, Anderson, Corbett & Vellinga, L.L.P.

## A Legacy of Liberty: CELEBRATING LINCOLN'S BICENTENNIAL

Law Day is May 1, 2009, and 2009 marks the bicentennial of the birth of Abraham Lincoln, regarded by many as our nation's greatest and most eloquent president. Lincoln, who devoted much of his adult life to the practice of law, was the quintessential American lawyer president. For Law Day 2009, we encourage efforts nationwide to commemorate Lincoln by exploring this rich and resonant theme—"A Legacy of Liberty."

Start planning your Law Day celebrations today! Visit [www.lawday.org](http://www.lawday.org) to receive a free Law Day Planning Guide and Resource Catalog (available December 2008) to help you plan the best programs. This guide will give you ideas for your celebrations and provide you with resources to effectively implement your plan for Law Day 2009.

To receive updates on activities and events happening throughout the country, sign up for the Law Day listserv at [www.lawday.org](http://www.lawday.org) or e-mail [listserv@mail.abanet.org](mailto:listserv@mail.abanet.org) with the subject reading: "Subscribe lawday-list" followed by your first and last name.

If you have questions about Law Day or for more information, contact the ABA Division of Public Education at 312/988-5734 or [abapubed@abanet.org](mailto:abapubed@abanet.org) or visit [www.abanet.org/publiced](http://www.abanet.org/publiced).

# Long-Range Planning: Preparing for the Future of Your Organization

By Mason Wilson

*A goal without a plan is just a wish.*  
—Antoine de Saint Exupéry

Setting goals and planning for the future are vital to the long-term success of any organization. A well-developed long-range plan is a useful tool for sharpening your organization's focus, charting a course for the years to come, and achieving your goals. What follows is a brief overview of the long-range planning process to help you get started developing and implementing your own plan.

## Evaluate Your Organization

The first step is to evaluate and assess your organization from the ground up. What is its purpose and priorities? Are those priorities being met? How is it organized? Should it be larger? Smaller? Who does the organization serve? What are its strengths and weaknesses? Write the answers down. Turning a critical eye on your organization for a frank evaluation can be difficult, but it's worth it. Don't be afraid to have someone from outside the organization perform the evaluation if necessary. The goal is to determine where you stand, good or bad, and then move forward.

David Changas, former ABA YLD District Representative and President-Elect of the Tennessee Bar Association Young Lawyers Division, recently oversaw the revision of the TBA YLD's long-range plan and witnessed firsthand the importance of a critical self-evaluation. "It is very important to assess where you are as an organization. There are always things to improve upon and new challenges to address. Take technology, for example. Five years ago, it was unheard of for an organization to have a blog. Now it is not

uncommon." Simply put, if you don't know where you are, it's hard to know where you want to go.

## Seek Input

Seek input from a broad and diverse spectrum of interested parties. Legal organizations often have a number of different subgroups with varying perspectives and expectations—minorities, disabled practitioners, big firm lawyers and solos, and urban attorneys and their "country" counterparts. These different perspectives are invaluable when preparing your long-range plan. Harvest them with surveys, roundtables, questionnaires, or any other means you can think of. It's worth the effort and your plan will benefit from being well-rounded and informed. And don't forget your former members. They're another valuable fount for input on what has and hasn't worked in the past.

The ABA YLD provides a fantastic resource for affiliates engaged in the process of preparing a long-range plan—the Affiliate Assistance Team. The Affiliate Assistance Team is available to assist you and can direct you to resources to help your organization formulate a plan. For more information, contact ABA YLD Affiliates Director Jaye Rancourt at [jrancourt@bclilaw.com](mailto:jrancourt@bclilaw.com) or ABA YLD Deputy Director Kristine Gregorio at [gregorik@staff.abanet.org](mailto:gregorik@staff.abanet.org).

## Set Goals

Once you've evaluated your organization and received input on your members' needs and concerns, the next step is to set goals. Think optimistic but be realistic. Your plan and your goals should be aspirational but attainable. With that in mind, draw up a list of projects to be completed, milestones to be reached, and programs to be implemented. Prioritize

them. Set deadlines and timetables for each item. Before you know it, you'll have the basic outline for your entire long-range plan.

## Write It All Down

Next, take your self-evaluations, your member feedback, and your goals and commit the entire plan to writing—your long-range plan. State the purpose of your organization and list its priorities and objectives. Include relevant and reliable statistics. Tell your members where you are and how you're going to get to where you want to be. Circulate the draft plan to your members for review and comment. Tweak, revise, add, and subtract as needed. Finalize the comprehensive written plan. Presto! You now have a long-range plan that will guide your organization for many years to come.

## Act!

The buck, however, doesn't stop there. The final step is to put the plan into action. As Changas observed about his involvement in preparing and revising the TBA YLD's long range plan, "You can't just prepare a plan and then put it away in a drawer. You have to act on it and then look to see if the organization is meeting its goals and progressing. Use the long-range plan to tweak and improve on what you're doing every year. It makes reaching your organization's goals that much easier." 



Mason Wilson is an associate editor of *The Affiliate* and practices in the Memphis, Tennessee, office of Baker, Donelson, Bearman, Caldwell & Berkowitz, PC.

# Stepping In and Out with Grace and Style: Tips for Transitioning to a New Leadership Regime

By Dustin K. Hunter

Planning for the end of a leadership year could be one of the most important aspects of an outgoing leader's term. That is because from the first day on the job, the position as a leader of the affiliate organization was destined to come to an end. When it does, the organization will still be there. It is the job of the outgoing leader to make sure that it is left in good hands and is better on the day he or she leaves than on the day that he or she took over. It is also the job of the incoming leader to ensure that the mission of the organization is picked up and continued.

Leaders often think about how to drive their organizations forward but do not always spend enough time thinking about the right way to transition after their term is over so that it does not take a step backward. See Andre Mamprin, *Next in Line: Five Steps for Successful Succession Planning*, Executive Update (Dec. 2002). Just as a relay team hands off a baton, so outgoing officers need to officially and efficiently hand off responsibility to their successors. See Saul Carliner, *Six Steps to an Effective Board Transition*, available at <http://saulcarliner.home.att.net/leadership/transitionplan.htm>.

Succession planning—the planning and preparation to replace one leader with another—is essential to the transition of any leadership regime. With proper planning and hands-on training, you can ensure that the organization you cared enough about to spend years serving and leading continues to succeed well after you are gone.

## Create a Centralized Information Hub

Whether you choose to create an electronic or physical binder, the outgoing leader should assemble key information that the new leader can reference when he or she has a question.

Things that are useful to include are (1) a list of tasks that must be accomplished during the term, (2) a timeline of important dates and deadlines, (3) detailed explanations and information regarding events to which the organization has committed, (4) procedures for accomplishing any of the tasks and obligations of the organization, (5) an index of contacts for the organization, its projects, and commitments, and (6) any personal advice or suggestions that the outgoing leader believes would be helpful to the successor. See Carliner, *Six Steps to an Effective Board Transition*. The key is to provide the essential

information to successfully run the organization, including important historical knowledge.

For instance, participation in American Bar Association Young Lawyers Association (ABA YLD) events and activities requires compliance with certain policies, procedures, and timetables. Without a transition plan in place, there is a good chance that these dates and obligations will go unnoticed and that the incoming leader will miss opportunities. This might cause a disconnect between your affiliate organization and the ABA YLD that could hurt your affiliate because it does not have access to all of the resources that the ABA YLD provides for the young lawyers you serve.

## Introduce Your Successor to Others

Contacts make volunteer organizations, like your affiliate, run. "One of the things that was done for me and which I did in return for my successor was to make personal introductions to those who have dealings with our organization—whether it be other affiliates, ABA YLD members, members of the community, or even other young lawyers who have helped out in the past," says Roxanna Chacon, former chair of the ABA YLD's Public Service and National Conferences Team and former Chair of the New Mexico State Bar Young Lawyers Division.

It is also important to update your organization's official contact information with bar organizations, affiliate organizations, contacts for projects, and the ABA YLD. Each year, some affiliates lose contact with the ABA YLD because their contact information wasn't updated and the ABA YLD's information isn't getting where it needs to go. Providing detailed contact information to the ABA YLD for your new board is the outgoing leader's responsibility and obligation. You can update your information at [www.abanet.org/yld/affiliateleaders/update.html](http://www.abanet.org/yld/affiliateleaders/update.html).

## Provide Before the Job Training

Ideally, the incoming leader will work with the outgoing leader for a period of time before taking office. Many organizations have in place a multi-year leadership transition through which leaders are chosen several years in advance and work their way through the organizations as officers. For instance, in New Mexico, leaders serve as chair-elect before serving as chair of the YLD. In this way, the new leader is able to serve an entire year while watching and learning from the current chair. The purpose of this position is to train the incoming leader until the day that he or she assumes primary responsibility for the organization. See Andre Mamprin, *Next in Line: Five Steps for Successful Succession Planning*, Executive Update

(Dec. 2002). According to Briana Zamora, Chair-Elect of the New Mexico YLD, "As the Chair-Elect, I take every opportunity to participate in meetings, activities, and events in which the YLD is involved. I view this year as important because of the training I am receiving and the contacts and information I have gained."

## Keep the Past Leaders

Throughout the process and once the transition is complete, you need to ensure that you have the assistance of the immediate past chair. Many organizations have an immediate past chair as an official position for this very reason. The counsel of your predecessors is invaluable. It is a great source of knowledge and information. Often times, the past leader is the only person who knows why or how something was done in your organization. Past leaders also have important insights into political and social issues that may have had an effect on the organization in the past. For example, says Chacon, "During my term in office, I relied heavily upon the immediate past chair, as well as past chairs from the previous several years. Their institutional knowledge and personal advice was a great resource that I turned to frequently. Much of what I accomplished during my tenure would have been much more difficult had I not been privy to their advice."

If your organization does not have an official past chair or past president position, create one. "The role of someone acting in the capacity of the Past Chair is so important that even if your organization does not have an official position, I would informally establish an advisory board comprising the past chairs of the last several years," advises Chacon.

As far as implementing the role of an informal advisory committee, you might consider developing a special e-mail list so that you can quickly e-mail important questions to your committee and obtain quick responses. See Jeffrey Cufaude, *Volunteer Management: Don't Cut the String, Tie a New Knot*, Executive Update, (July 2004), available at [www.asacenter.org/PublicationsResources/EUArticle.cfm?ItemNumber=11587](http://www.asacenter.org/PublicationsResources/EUArticle.cfm?ItemNumber=11587). Of course, for their advice to be useful and timely, you must make sure that you are updating them on relevant developments during your leadership term. You never know, you might receive just the advice you need, unsolicited, from a former leader who spots a problem on the horizon.

If you take these suggestions to heart in planning the leadership transition in your young lawyer organization, you can continue to make great strides while embracing a new slate of leaders. For additional affiliate resources, visit the ABA YLD website at [www.abanet.org/yld/affiliate.shtml](http://www.abanet.org/yld/affiliate.shtml). 



Dustin K. Hunter is a name partner of the law firm of Kraft & Hunter, LLP in Roswell, New Mexico.

# 2008–2009 ABA YLD District Representatives

## District 1 (ME & VT)

**Ross Feldmann**  
Gravel and Shea  
P.O. Box 369  
Burlington, VT 05402-0369  
805/658-0220  
Fax 802/658-1456  
rfeldmann@gravelshea.com

## District 2 (CT & RI)

**Mareesa L. Torres**  
The Law Offices of Andrew S. Turret  
265 Church Street, Suite 802  
New Haven, CT 06510-7013  
203/624-9165  
Fax 203/789-2928  
mareesa.torres@libertymutual.com

## District 3 (MA & NH)

**Jonathan M. Eck**  
Devine Millmet & Branch PA  
111 Amherst Street  
Manchester, NH 03101-1815  
603/695-8742  
jeck@devinemillmet.com

## District 4 (NY)

**James Cho**  
Seyfarth Shaw LLP  
620 Eighth Avenue  
New York, NY 10018-1405  
212/218-5290  
jcho@seyfarth.com

## District 5 (PA)

**Rachel E. Kopp**  
Spector Roseman & Kodroff  
1818 Market Street, Suite 2500  
Philadelphia, PA 19103  
215/496-0300  
rkopp@srk-law.com

## District 6 (NJ)

**Jonathan H. Lomurro**  
Lomurro, Davison, Eastman, & Munoz  
100 Willowbrook Road, Building 1  
Freehold, NJ 07728-5920  
732/462-7170  
Cell 732/492-5116  
Fax 732/462-8955  
JLomurro@LomurroLaw.com

## District 7 (DC & DE)

Vacant

## District 8 (MD & VA)

**Jason Hessler**  
Baltimore City Housing Department  
417 E. Fayette Street, Suite 202  
Baltimore, MD 21202-3491  
410/396-4140  
Fax 410/385-8689  
jason.hessler@baltimorecity.gov

## District 9 (NC)

**Roberta B. King**  
Bennett & Guthrie PLLC  
1560 Westbrook Plaza Drive  
Winston-Salem, NC 27103-1328  
336/765-3121  
Fax 336/765-8622  
rking@bennett-guthrie.com

## District 10 (SC & Virgin Islands)

**Genevieve N. Waller**  
Sexual Trauma Services of the Midlands  
3700 Forest Drive, Suite 350  
Columbia, SC 29204  
803/790-8208  
ginny.waller@stsm.org

## District 11 (FL)

Vacant

## District 12 (AL & GA)

**Latanishia D. Watters**  
Haskell Slaughter Young & Rediker, LLC  
2001 Park Place N., Suite 1400  
Birmingham, AL 35203  
205/254-1485  
Fax 205/324-1133  
ldw@hsy.com

## District 13 (MS)

**William R. Allen**  
Allen, Allen, Breeland & Allen, PLLC  
214 Justice Street  
Brookhaven, MS 39601  
601/833-4361  
Fax 601/833-6647  
wallen@aabalegal.com

## District 14 (LA)

**Franchesca Hamilton-Acker**  
Acadiana Legal Service Corporation  
P.O. Box 4823  
Lafayette, LA 70502-4823  
337/237-4320  
Fax 337/237-8839  
franchesca@la-law.org

## District 15 (IL & IN)

**Gina M. Arquilla**  
Arquilla & Fink Ltd.  
105 W. Adams Street, Floor 39  
Chicago, IL 60603-6220  
312/322-0703  
847/322-0288 (home)  
Fax 312/322-0704  
garquilla@arquillafink.com

## District 16 (TN & KY)

**Scott D. Laufenberg**  
Kerrick Stivers Coyle &  
Van Zant PLC  
1025 State Street  
Bowling Green, KY 42101-2652  
270/782-8160  
Fax 270/781-8537  
slaufenberg@kscvllaw.com

## District 17 (WI & MN)

**Jill M. Kastner**  
Jill M. Kastner, Esq.  
1121 Montclair Avenue  
Glendale, WI 53217  
414/731-9065  
jmkastner@gmail.com

## District 18 (OH & WV)

**Alaina Crislip**  
Flaherty Sensabaugh &  
Bonasso PLLC  
P.O. Box 3843  
Charleston, WV 25338-3843  
acrislip@fsblaw.com

## District 19 (IA & NE)

**Joel Carney**  
Walentine O'Toole McQuillan  
& Gordon  
11240 Davenport Street  
Omaha, NE 68154  
402/330-6300  
Fax 402/330-6303  
jmcarney@womglaw.com

## District 20 (MI)

**Danielle Anderson**  
Miller Canfield et al.  
277 S. Rose Street, Suite 500  
Kalamazoo, MI 49007  
269/383-5880  
Fax 269/383-5858  
andersond@millerandcanfield.com

## District 21 (ND & SD)

**Sarah Theophilus**  
Community Health Care Associates  
1400 W. 22nd Street, Floor 2  
Sioux Falls, SD 57105-1505  
605/357-1576  
Fax 605/357-1510  
sarah.theophilus@usd.edu

## District 22 (KS & MO)

**Lauren Perkins Allen**  
Randy W. James & Associates PL  
218 N.E. Tudor Road  
Lees Summit, MO 64086-5696  
816/554-1500  
Fax 816/554-1616  
lallen@jameslawkc.com

## District 23 (AZ & NM)

**Roxanna M. Chacon**  
State of New Mexico—Third Judicial  
District Court  
201 W. Picacho  
Las Cruces, NM 88005  
575/523-8270  
Fax 575/523-8299  
lglrnc@zianet.com

## District 24 (OK & AR)

**Doris Gruntmeir**  
Office of Regional Counsel  
Department of Veterans Affairs  
1012 Honor Heights Drive, Bldg. 7  
Muskogee, OK 74401  
918/577-3983  
Fax 918/577-3981  
doris.gruntmeir@va.gov

## District 25 (South/Central Texas)

**Kirby Hopkins**  
Drucker Rutledge & Smith LLP  
Waterway Plaza One, Suite 225  
10003 Woodloch Forest Drive  
The Woodlands, TX 77380-1913  
281/681-3515  
Fax 281/681-3543  
hopkins@drs-llp.com

## District 26 (North/West Texas)

**Christopher A. Rogers**  
Haynes and Boone, LLP  
901 Main Street, Suite 3100  
Dallas, TX 75214  
214/651-5480  
Fax 214/200-0651  
chris.rogers@haynesboone.com

## District 27 (UT & NV)

**M. Michelle Allred**  
Ballard Spahr Andrews & Ingersoll, LLP  
201 S. Main, Suite 800  
Salt Lake City, UT 84111-2221  
801/517-6877  
Fax 801/596-6877  
allredm@ballardspahr.com

## District 28 (CO & WY)

**Erin E. Hickey**  
Gerome & Hickey PC  
550 S. Wadsworth Boulevard  
Suite 401  
Lakewood, CO 80226-3118  
303/936-3779  
Fax 303/936-2701  
ehickey@geromeandhickey.com

## District 29 (WA & OR)

**Andrew M. Schpak**  
Barran Liebman LLP  
601 S.W. 2nd Avenue, Suite 2300  
Portland, OR 97204  
503/276-2156  
Cell 971/275-7935  
aschpak@barran.com

## District 30 (MT & ID)

**Andrew George**  
210 N. Higgins Avenue, Suite 234  
Missoula, MT 59802-4497  
ageorge@in-tch.com

## District 31 (North California)

**Anu Chopra**  
Sutter County District Attorney  
446 2nd Street  
Yuba City, CA 95991-5525  
530/822-7330  
achopra@co.sutter.ca.us

## District 32 (South California)

**Joel Villasenor**  
Sullivan Taketa LLP  
31351 Via Colinas, Suite 205  
Westlake Village, CA 91362-4576  
818/889-2299  
Fax 818/889-4497  
joel.villasenor@calawcounsel.com

## District 33 (AK & HI)

**Jill Hasegawa**  
Ashford & Wriston LLP  
1099 Alakea Street, Suite 1400  
Honolulu, HI 96813-4511  
808/539-0400  
Fax 808/533-4945  
jhasegawa@awlaw.com

## District 34 (Federal & Military Bar)

**Lineka Quijano**  
4866 MacArthur Boulevard, N.W. #1  
Washington, DC 20007-1535  
786/208-3385  
linqui79@hotmail.com

## NATIONAL REPRESENTATIVES

### National Asian Pacific American Bar Association

**Eileen Sullivan**  
Sullivan Law Firm  
2314 E. Osborn Road  
Phoenix, AZ 85016  
602/956-5531  
Fax 602/285-6946  
eileensullivan@azbar.org

### Hispanic National Bar Association

**Melisa Lopez Franzen**  
Target Corporation  
1000 Nicollet Mall, TPS 3275  
Minneapolis, MN 55403  
612/696-0097  
melisa.franzen@target.com

### National Bar Association

**Michelle Carter**  
Bodman LLP  
201 W. Big Beaver Road, Suite 500  
Troy, MI 48084  
248/743-6000  
Cell 313/510-3256  
mcarter@bodmanllp.com

### National Lesbian and Gay Law Association

**Mario A. Sullivan**  
Law Office of Peter Anthony Johnson  
4 E. Huron  
Chicago, IL 60611  
312/932-9200  
Cell 773/719-0477  
Fax 312/932-9229  
mariosullivan@yahoo.com

## Volunteer for Election Protection 2008!

The ABA Council on Racial and Ethnic Justice, ABA Section of Individual Rights and Responsibilities, ABA Standing Committee on Election Law, and the Lawyers' Committee seek the pro bono assistance of lawyers, law firms, bar associations, and corporate legal departments with the many aspects of Election Protection 2008 ([www.abanet.org/2008election](http://www.abanet.org/2008election)), the nation's largest nonpartisan voter protection coalition. Assistance is needed with local legal committees, staffing and hosting the national voter hotline, and preparing materials. Individual law firms and corporate legal departments may volunteer for one or all of the above.

For the upcoming 2008 election, help ensure that all eligible American citizens, have the opportunity to cast a meaningful ballot and have that vote counted. For additional information regarding Election Protection 2008, please contact Rachel Patrick, Director of the ABA Council on Racial and Ethnic Justice at [PatrickR@staff.abanet.org](mailto:PatrickR@staff.abanet.org) or 312/988-5408.

# Affiliate Network Grows: Alaska New Lawyers and West Virginia Young Lawyers Welcomed by ABA YLD

By Amy Osteryoung

The American Bar Association Young Lawyers Division (ABA YLD) has joined forces with the Alaska Bar Association's recently formed New Lawyers Section (NLS), the newest affiliate in the ABA YLD family. Coupled with the rising YLD of the West Virginia Bar Association (WVBA), the ABA YLD is growing and reaching out to young lawyers all across the nation.

## Alaska New Lawyers Section

The new leaders of Alaska's NLS held their first meeting last October. Since that meeting they have worked aggressively to increase their membership. Currently, the seventy-seven member affiliate is tackling a unique problem. According to JoAnne Baker of the Alaska Bar Association, the NLS faces the unparalleled challenge of uniting its attorneys who are spread out over a fairly large geographic area that encompasses vastly different cultures. Many attorneys practice in urban centers such as Anchorage but many others practice in predominately Native American regions in the Arctic and the rural bush. Because of this, Alaska presents unique cultural and geographic diversity and offers experiences that a new attorney might not face in other states across the nation.

To help bring Alaskan young lawyers together, one focus of this new affiliate is to reach out to new Alaska Bar Association members through CLEs, receptions, and bar conventions. The New Lawyers Section's prospects are exciting, and this new affiliate has much in store for us as its membership grows. For



Amy Osteryoung is an assistant editor of *The Affiliate* and a principal in the St. Augustine, Florida, firm of Johnson & Osteryoung.

example, the New Lawyers Section sponsored its first CLE, "New Lawyers—Nuts & Bolts of Basic Pre-Trial Practice: Discovery & Motions," at the state bar convention in Anchorage in May 2008.

The Alaska NLS is also focusing on professionalism, and to that end the New Lawyers' leadership is getting assistance from local judges in both urban and rural areas to help young lawyers understand and practice civility. "In such a small

bar, navigating the lines of zealous advocacy and civility in the profession can be challenging," Alaska New Lawyers Co-Chairs Beth Trimmer and Teresa Buelow agree. "Helping new lawyers address this issue early in their Alaska careers is beneficial to both the bench and the bar."

Although the Alaska Bar Association has a mandatory course on professionalism that all new lawyers must take, the bar recently added a mandatory ethics CLE requirement. To help new lawyers, the new section is also developing CLEs that address ethical concerns or dilemmas faced by new lawyers.

In addition to professionalism, the new section also places a high priority on educating the community about the legal system. Each year, attorneys, judges, and other legal professionals volunteer their time in classrooms and other forums to make learning about the law fun and engaging. Also under development is a "Bill of Rights" program, aimed at students in Alaskan high schools. The program focuses on taking a specific constitutional amendment and using volunteer lawyers to teach interactively that constitutional right to the students. The program will be geared toward not only helping students understand the Constitution but also getting them interested in the law.

## West Virginia Young Lawyers Division

When looking at affiliates new to the ABA YLD, Alaska had a great mentor. Since last year the WVBA YLD has grown by leaps and bounds. On March 19, it hosted its annual "Bench and Bar Reception." "This year's Bench and Bar Reception saw the greatest turnout and even attracted local media," said current YLD President Courtney Kirtley.

Now in its ninth year, the Reception allows attorneys and

the judiciary to come together for an educational and social evening focused on a topic of particular interest to attorneys in West Virginia. Because two seats on the West Virginia Supreme Court are up for election in 2008, the YLD invited all five supreme court candidates to participate in a Supreme Court of Appeals Candidates Forum at this year's Reception. Each candidate was given ten-to-fifteen minutes to make remarks regarding his or her candidacy, followed by an informal question and answer session. A reception followed the Candidates' Forum, giving the candidates

and attendees the opportunity to meet and socialize with members of the local bar and judiciary.

The WVBA YLD's next event was a post-bar exam celebration on July 30, immediately following the last day of the West Virginia bar exam. The YLD hosted the event in the same building in which the bar exam was given and provided free food and beverages to examinees as they emerged from the exam. Attorneys from throughout the state gathered at the reception to congratulate and celebrate with friends and future

colleagues. This event is one of the YLD's most successful tools for recruiting new members according to Kirtley. All examinees who joined the WVBA YLD at the reception were given one year's free membership in the WVBA.

The ABA YLD and all of its affiliates are dedicated to improving the profession that defines all its members. The ABA YLD's newest affiliates are no exception. Young bar leaders in all practice settings are optimistic about what can be achieved. The ABA YLD and all of its affiliates are proactive in reaching out to and maintaining communication among young lawyers across the country for professional growth and public service. The ABA YLD affiliate family stands for a clear message of progress, and Alaska and West Virginia are proof that progress is being made. 



The Alaska New Lawyers Section sponsored a "Race Judicata" in April to raise money for the Anchorage Youth Court.

## Public Service Project

continued from page 1

(particularly teen dating violence), and tools for ABA YLD members and affiliates to implement domestic violence prevention and awareness projects in their communities.

### YLD Domestic Violence Project Website

Hosted on the ABA YLD's homepage, the project website will contain all of the information about the project, including the toolkit and video, as well as additional resources for young lawyers.

### Legislative Advocacy/YLD Resolutions

The ABA YLD will raise awareness and seek support for legislation to prevent domestic violence and to assist victims and survivors of domestic violence. Currently, two major legislative items have been identified:

**The National Domestic Violence Volunteer Attorney Network Act (S. 1515).** This Act would harness the skills, enthusiasm, and dedication of pro bono lawyers around the country to provide desperately needed legal assistance to domestic violence victims by enabling the ABA, through the Commission on Domestic Violence, to assemble nationwide directories of legal service organizations that are available to help victims and provide pro bono opportunities for lawyers.

**Violence Against Women Act (VAWA) Provision for Legal Services for Victims.** A provision in VAWA calls for legal services for victims (including teens), but this provision is an unfunded mandate that requires annual reauthorization of funding. As a result funding varies each year in whether and how much funding is available.

The ABA YLD hopes to see debates on resolutions regarding these, and other legislative initiatives, at its Assembly meetings in February and July 2009.

### National Directory of Domestic Violence Projects and Programming

Throughout the year, the ABA YLD will gather information from affiliates about the variety of existing domestic violence projects and programming, along with information on how to implement those projects and programs. This information will be compiled into a directory that will be made available to affiliates at the end of the bar year.

### Conference Programming

As part of its 2008–2009 conference programming, at least one program consistent with this year's public service project will be presented at each ABA YLD conference. Further, working with local organizations at the site of each conference, the ABA YLD is identifying community service projects in which conference attendees can participate.

### Local Domestic Violence Roundtables

Modeled after the Youth At Risk Roundtables organized by the ABA Commission for Youth At Risk, the ABA YLD will host moderated roundtable discussions at its Fall, Midyear, and Spring Conferences. Local legal and social services providers, judges, and law enforcement personnel will be invited to the roundtables to network, discuss issues and challenges they face, explore new resources and partnerships, and establish working relationships to raise awareness and help prevent domestic violence. A guide will also be available to assist affiliates that wish to organize and host roundtables in their local communities.

Through this year's public service project, young lawyers will find a rewarding opportunity to lend their valuable skills, talents, and expertise to the effort to eliminate domestic violence. For more information, visit [www.abanet.org/yld/dv](http://www.abanet.org/yld/dv). 

## Mandatory vs. Voluntary

continued from page 2

positive benefits of bar membership for members, the profession, and the public. With a larger and more stable base of revenues than their voluntary counterparts, a mandatory bar can commit to more long-term programs and projects. Although a bar's programs and focus change with its leadership, the stability afforded by mandatory membership and fees can be used to effectuate stronger pro bono and public interest programs that serve community needs more than the immediate needs of the bar's attorney members.

Which is better? Accountability or stability? The ability to change with the will of the membership or the need to have long-term programs? That is for you to decide. 

## Affiliate Assistance Team

continued from page 1

through roundtable discussions throughout the year.

The Affiliate Assistance Team maintains resources that you may find helpful on the affiliates page of the ABA YLD website. You can find these resources at [www.abanet.org/yld/affiliate](http://www.abanet.org/yld/affiliate). On the website you will find the ABA YLD Leadership Handbook, which contains information to assist you throughout your bar year. Additional resources will be posted throughout the year, so check the website often for updates and new resources.

One of the goals of the Affiliate Assistance Team for this upcoming year is to provide young leaders' access to other young leaders and information regarding successful programs and initiatives from other YLD affiliates. To further that goal, we hope to post links to other young lawyer affiliates and their programs on the ABA YLD Affiliate webpage.

In furtherance of our goal to connect young lawyer leaders, we are looking to invite affiliate leaders to each ABA YLD conference this year to highlight their affiliates' successful programs, projects, and publications. If your affiliate currently implements a successful domestic violence or mentoring program, please contact the Affiliate Assistance Team to discuss your program. We may be interested in highlighting your project at one of our four conferences this year.

We would love to meet with you to discuss your affiliate and its unique strengths and challenges. If you are planning to attend a conference and would like to meet with a member of the Team, notify us prior to the conference or at the conference, and we will arrange a meeting. We will schedule a one-on-one meeting to answer your questions and direct you to helpful resources. We can also help you make connections with other young bar leaders and discuss their successful programs and projects.

We can also help you plan and implement successful local conferences and connect you with other young lawyer leaders who may be interested in participating. Please contact the Affiliate Assistance Team by visiting [www.abanet.org/yld/affiliate](http://www.abanet.org/yld/affiliate).

The Affiliate Assistance Team is looking forward to a great bar year. We want to help you make your bar leadership experience the best and most rewarding experience that it can be for you and your affiliate. We hope to see you at our conferences and look forward to connecting with you through the ABA YLD website. 