STATE BAR OF NEVADA
YOUNG LAWYERS SECTION

ANNUAL PLANNING MEETING MINUTES

Friday, June 20, 2008
9:30 am Vineyard Board Room
Fess Parker’s Double Tree in Santa Barbara, California

MEETING MINUTES:

1. Call to Order -- the Chair Stephanie Allen called the meeting to order

2. Secretary Ryan Works took roll
   a. In Attendance -- Ryan Works, Stephanie Allen, Jasmine Mehta, Jeremy Reichenberg, Paola Armeni, Kendelee Works, Bryan Scott – Board of Governors Representative, Kathleen England – Board of Governors Liaison, Micheline Fairbank by telephone; Kim Farmar – Executive Director of the Nevada State Bar, Janet Greenberg, with Meeting in Motion LLC.
   b. Absent (excused) – Laura Granier, Megan Bowen

3. Adoption of Agenda
   a. Jasmine moved to adopt the Annual Planning Meeting Agenda, Second by Paola and the Annual Planning Meeting was adopted.

4. Confirm and Vote on Officer Appointments:
   a. Chair: Stephanie Allen
   b. Chair Elect: Laura Granier
   c. Secretary: Ryan Works
      (i) Jasmine moved to confirm the vote; second by Paola, the officer appointments for 2008-2009 were confirmed.

5. Confirm Appointment of Vacancies:
   a. Southern Nevada: Kendelee Leascher Works – moved by Paola, and a second by Jeremy; Kendelee was confirmed.
   b. Northern Nevada: No vacancies
   c. Rural Nevada: No vacancies

6. Confirm Ex-Offício Budget Director – Tabitha Fiddyment
   a. Brief discussion re reimbursement policies; Tabitha updated the budget memo; all budget items have to go through her first and then to the Nevada State Bar; budget memo explains process and all forms are attached as Exhibit A. Forms should be completed and submitted to Tabitha, or the next budget director, who will work with Marcia Stribling
Ellis to have approved. Stephanie has an electronic version of the forms that she will circulate to all council members.

7. Upcoming Vacancies/Re-appointments.
   a. Stephanie Allen: (Chair) Current term expires in 2009
   b. Laura Granier: (Chair-Elect) Current term expires in 2009
   c. Ryan Works: (Southern Nevada) Current term expires in 2009
   d. Paola Armeni: (Southern Nevada) Current term expires in 2010
   e. Jasmine Mehta: (Northern Nevada) Current term expires in 2009
   f. Megan Barker Bowen: (Northern Nevada) Current term expires in 2009
   g. Micheline Fairbank: (Northern Nevada) Current term expires in 2010
   h. Kendele Works: (Southern Nevada) Current term expires in 2010
   i. Jeremy Reichenberg: (Rural Position) – Current term expires in 2009
   j. Tabitha Keetch (Ex Officio Budget Director): Current term expires 2010
      (i) After review and discussion, confirmed by everyone.

   Every Third Friday at 12:00pm
   b. Sept 19, 2008
   c. Oct 17, 2008
   d. Nov 21, 2008
   e. Dec 19, 2008
   f. Jan 16, 2009
   g. Feb 20, 2009
   h. March 20, 2009
   i. April 17, 2009
   j. May 15, 2009
   k. June 2009 Annual Planning Meeting – Location TBD by Laura Granier

9. 2008 Budget
   a. YLS under budget so far, 2008-2009 budget needs to be submitted by October, 2008.
   b. Discussion re board of governor’s meeting and submitting the budget for approval at the October meeting.
   c. Discussion re telephone/video conferencing, Choose Law video may require an increase in the budget.
   d. Discussion about the problems with Choose Law video in Northern Nevada. Additionally, a Nevada specific portion would be good.
   e. Discussion re Mentoring in Motion LLC; contract for YLS to have access to their services, professional and personal development website, CLE based.
   f. Goldilocks, we only have 2 videotapes and 1 DVD, need new videos or DVDs; also discussion re preparing and filming new Goldilocks videos.
   g. Generated more income this year from sources that we did not anticipate, plus the section dues are automatically checked if you are a young lawyer,
which helps. Golf tournament each year generates revenue. Law 101 CLE generated more money this year.

h. YLS increase in dues discussion; most were in favor of not increasing the dues.

10. Review of Bylaws (informational)
   a. Bylaws of the YLS and the YLD
   b. Last year changed bylaws so that chairperson within their last year, they could then act through their term.
   c. YLS qualifications are 36 or under, or 5 years or less in practice.

11. Presentations to Board of Governors at Monthly Meetings
   a. Stephanie discussed the goal of a YLS attendee going to the Board of Governors meeting each month. Discussion re goal of obtaining permanent YLS Ex-Officio or Official Seat on Board of Governors. Jasmine discussed young lawyer running for a Board of Governors position and the temperature of the Board of Governors re same. Dean White of the Boyd School of Law is an ex-officio member, but no other ex officio members. Brian Scott suggested that the YLS position be appointed because you run the risk of not winning the position if you have an election. Jasmine spoke about other jurisdictions and their inclusion of young lawyers on their boards and committees. Kathy England gave background information on the Supreme Court Rule which said that 4 Northern Nevada members, 1 rural member, 9 members from Clark County, changes with the time, and the landscape of Lawyers, etc. Goal to have someone from YLS there all day, plan to make a more aggressive move next year, have a Chair, or co-Chair go to the meetings to get facial recognition. YLS council decided to test the waters by showing up at all meetings this year, and then start the discussion with Supreme Court, Board of Governors and others re YLS member on the Board ex-officio or otherwise.

   b. Sample Memorandum to BOG – See Exhibit D. This is what the Chair puts together and is provided to the BOG for the meeting. The representative that attends the meeting makes a presentation based upon the memorandum. We send this to Gayle Skala gales@nvbar.org at the State Bar – prior to the meeting.

   c. Discussion re YLS to start bringing photos/power point presentations to the board meetings, executive summaries, essays, etc.

   d. Kim Farmar said that Lori Wolk is the new liaison to the YLS – Stephanie and Ryan to have communication with her in the immediate future re website and other secretarial issues; need to update the website with new council information.
12. Bridge the Gap Committee
   a. Discussion re history of the Bridge the Gap CLE -- after the bar, discussion about the materials, speakers, etc.; how to make this better for certain demographics of lawyers from young lawyers, more experienced lawyers from other jurisdictions, litigation, transaction, etc. Speakers are not always good, some commit and have to bail out in the last moment. Materials need to be tightened up. Ryan talked about break out sessions, giving the participants a choice at the CLE, at some level. Jeremy discussed the materials and what was helpful and what was not. Micheline discussed Colorado’s approach. Kathy discussed getting a young lawyer onto the CLE committee, especially one who has recently been through the program to provide constructive criticism.

13. Guest Speaker: Janet Greenberg, “Past the Bar,” “Mentoring in Motion LLC”
   a. Discussed the marketing, project, the theory of this project, the prices, etc. Big firm culture versus rural attorneys, fortune 500 companies all have different needs. Janet says this can address everyone’s needs. The mega firm may have professional development folks or resources that will help them work through the problems. Otherwise, you are left to sink or swim as a private attorney. Some people just don’t have the ability to find these things. Past the Bar is something that addresses the needs of young lawyers after they take the bar and need mentoring in some form or fashion.

   b. After Janet Greenberg, the YLS had a discussion re pros and cons of program offered. We are going to sample the CD with young lawyer members and board of governor members for a period of time after which time we will make a decision about the CD.

14. ABA Grants: [www.abanet.org/yld/subgrant](http://www.abanet.org/yld/subgrant)
   a. **Public Service Project**
      To encourage development and implementation of a law-related public service project and/or a pro bono delivery of legal services program in a local community. Up to $2,000 per grant.

      YLS will be putting in the application for this grant. The deadline is February. The Nevada Law Foundation also has grant money that the YLS are going to apply for. Also going to look to the Loyal Referral Services.

   b. **Bar Leadership/Member Service Project**
      To encourage an increased commitment by young lawyer organizations and their members in providing public and pro bono service through programs that focus on bar leadership, ethics, women and minority focused projects. Up to $500 per grant, deadline was February 28, 2008 and the next deadline is February 2009. YLS also to apply for this.
15. Update Council Information
   a. Update Bios and Other Information on State Bar website
      (i) Ryan to update the information on the website with Lori Wolk.

   b. Letterhead/Contact Info to Council Members
      (i) Ryan also to update the names, firms, contact information, officers, etc.

   c. ABA Numbers – in order to register council members as delegates, Stephanie needs our ABA numbers and birthdates.
      (i) Stephanie will send out an email re same to get all information necessary especially relevant when members are travelling as delegates to the annual and mid-year meetings.

16. E News – send E-News clips to Kristen Bennett kristenb@nvbar.org at the State Bar. It is due by Tuesday at noon to get it in by Thursday, which is the time each E-News letter goes out by the Nevada State Bar.
   (i) All announcements, events, programs, charity events, etc. will go to Kristen Bennett for inclusion in the E-News, which is a great way to advertise to all lawyers in Nevada.
   (ii) Brief discussion re policy of no consecutive e-news clips about the same thing. Policy reasons, rationale, changes in such policy if possible. It presents a problem if you want to advertise two or three weeks in advance for an event to allow for planning and advance notice or reminders to folks. This is something we should address with the Nevada State Bar.

17. Create Volunteer Database for YLS Activities.
   (i) Looking for ways to get the word out to the members of the YLS.
   (ii) Mark Mersol is the IT person at the State Bar who we will work with this year.
   (iii) Merge the Goldilocks list, with other lists of volunteers, potentially those lists created by social events where we have had sign in sheets.
   (iv) Good way is the YLS members; also we could go through Nevada Legal News directory – not as accurate to get all YLS members involved.
   (v) Need a way to get others involved, i.e. an opt-out system that all YLS members are signed up for when they pay their $25.00.
Activities – Stephanie led the discussion re deciding on chairs and co-chairs, timeframes of various events that the YLS will take on in the coming year.

a. Community Service Oriented Activities
   (i) Make-a-Difference Day -- Fourth Saturday of every October
       A. Law Suits Clothing Drive — South & North
          1. Co-Chairs: Kendelee (South) and Laura/Micheline (North)
          2. Advertisements should be out by September 1st, 2008.
   (ii) Law Day/Law Week -- Friday, May 1, 2009
        A. Poster & Essay Contest – South & North
           1. Co-Chairs: Jasmine (South); Laura/Jeremy (North)
           2. Scheduling and Responsibilities include obtaining a topic from the ABA website and sending invitations to participate to schools in February 2009.
           3. Late March, 2008 is the deadline for submissions and in April we will judge submissions, obtain prizes/trophies, schedule award ceremony, contact parents re award ceremony.
              a. May 1, 2008: Award ceremony
   (iii) Golf Tournament 2008
        A. North – Co-Chairs: Micheline will direct and act as a liaison, while we need to find another chair for 2009—potentially Darren Lemieux
        B. South – Co-Chairs: Ryan will act as a liaison – associates of Micheline’s firm will be contacting Ryan to discuss interest. Richard Chatwin and another associate contacted Ryan during the meeting via email to express interest.
        C. Note, the split is 50% to charity of choice and 50% to other YLS programs, discussion about the history of the same.
   (iv) UNR Leadership Dinner
        A. North only – Chair: Megan Bowen, leadership/etiquette dinner program at UNR for younger persons. We continue to support the program and will volunteer again this year.
   (v) Coming of Age
        A. Ryan Works -- Circulation in the Spring shortly before graduation, throughout Nevada. Need new books, last
year we did an insert to get rid of all the old books. The new edition should be easily put into final and ready for print next year. State legislature 2009 will not have laws by June so we can print and publish the same book and have distributed. Need a better plan for distribution.

(vi) Goldilocks
A. Co-Chairs: Paola in Southern Nevada will continue the program, Jeremy will head up the rurals and Jasmine will take on Northern Nevada.

(vii) KLUC Toy Drive (South Only)
A. Co-Chairs: Paola, vote to continue this program; great way to get our name out, lots of publicity involved, plus it is a really good way to give back and get other lawyers involved. Other YLS council members expressed that they would put boxes at their offices and would recruit others to get toys to the KLUC.

(viii) MLK Day Oratory Contest (South Only)
A. Co-Chairs: Kendeele and Stephanie will chair this next year.

(ix) Choose Law: A Profession for All – North & South
A. Co-Chairs: Paola and Jeremy

b. Young Lawyer Member Oriented Activities

(i) Socials – North & South
A. Chairs: Need a new chair for the South – Cory Santos, Mike Lee, perhaps some others who have recently graduated and have connections to the bar examinees.
B. Potential Dates: After July bar exam, Bridge the Gap, other ideas that were presented by Cory Santos who had good ideas about alternatives that we have not explored.

(ii) New Admittee Investiture Ceremonies – North & South
A. October Ceremony – Stephanie
B. Pledge of Professionalism
C. Banner – Ryan has the banner for events

(iii) Compensation Survey — Jasmine to submit, not due again until 2010 under Laura’s Term as Chair.
A. Scheduling and Responsibilities:
1. By October, 2009, have online survey available using SurveyMonkey.com, Notices in E-News to participate, January-February 2010 – analyze data, June, 2010 YLS to publish report

(iv) Continuing Legal Education – North & South
A. Law Firm 101
   1. North: Micheline – rework the program
   2. South: Need to get someone from the South

B. Substance Abuse / Bias in the Profession
   1. North: Co-Chairs: Megan and Laura

(v) ABA Young Lawyer Division Activities
A. Send in information/pictures to The Affiliate
B. Attend Fall, Midyear, Spring, Rocky Mountain and Annual Meetings (more to follow):
   1. ABA Annual Meeting (August 7-12, 2008 NYC)
      i. Ryan, Stephanie, Jeremy and Kendeele to attend.
   2. Fall Meeting – October 2-4, 2008 in San Diego, CA
      i. Open for attendees
   3. Midyear Meeting - February 12-14, 2009 in Boston, MA
      i. Open for attendees
      i. Open for attendees
   5. Annual Meeting TBA

(vi) Tower of Strength Awards / Vision of the Future Awards
A. Discussion re Bryan Scott, Kathy England and Bruce Beasley

19. Proposed New Programs
   a. Past the Bar – See Exhibit J (conference call at 10am with Janet Greenburg from Mentoring in Motion, LLC): See above for minutes about presentation.
   b. PayBac Program in conjunction with Clark County School District – See Exhibit K, discussion re same.
   c. Wills for Heroes – See Exhibit L: It was determined that this would be tabled until further notice.
d. FEMA – Disaster Legal Services: We need an executive council member to have the FEMA training. Training is provided at the annual meeting. Stephanie will attend. As an affiliate of the ABA YLD, YLS is required to provide pro bono services in the event of a federally declared disaster in Nevada.

e. State Bar Mid-Year Meeting in February 2009, YLS needs to send a council member due to goal re having council members at the meetings. If asked to put on again, we will discuss.

f. TPO program – See Exhibit M: Perhaps Megan, but to be tabled for now.

g. Family Volunteer Day in Reno, tabled until next meeting.

h. Diversity Committee Appointment – Paola to email Bryan Scott as to whether we need an appointee for the committee.

20. New Business

a. Discuss possibility of increasing the YLS dues (currently at $25) – no, council members decided not to do so.

b. Discuss and appoint YLS liaison to Law Related Education Commission (formerly held by Rory Goode)

   i. Suggested by Kathy England – Marcia Stribling is the State Bar’s liaison to this Commission and can give us more information. Apparently, only meets once every six (6) months in Judge Pro’s conference room, we will talk to Marcia re same.

c. Search for Ex Officio Information Officer who would work with Martin Wilson at the State Bar to get our website off the ground, to maintain a volunteer database and to possibly handle PR for the section, we need a new member to take on the roll of helping the YLS in this capacity.

d. Liaison with the Boyd School of Law to get young lawyers interested and involved in the YLS. Paola agreed to send out the message to the SBA and would find interested persons from the Boyd School of Law.

21. Old Business – There was no old business.

22. Adjourn – upon a motion duly seconded, the meeting was adjourned at 3:00 p.m.