

## NEW LAWYERS SECTION

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The New Lawyers Section respectfully submits this proposal requesting funding of \$14,500 for 2010-11 and \$15,500 for 2011-12.

**1. Purpose** The purpose of the New Lawyers Section ("NLS") is to further the goals of the MSBA, and thereby serve the community and the legal profession; to represent new lawyers in the MSBA, and to represent the MSBA to new lawyers; to help shape the policies and priorities that affect new lawyers; and to create a deliberative forum for the exchange and expression of new lawyers' views, and a voice to advocate those views.

**2. Historical/Background** The NLS, established in approximately 1994, has 3,680 members as of January 1, 2010. It is a primary vehicle through which new lawyers become active in bar associations. NLS plans various events and activities such as free CLEs and socials. NLS also funds several members to attend regional and national ABA conferences on a quarterly basis. Additionally, NLS "publishes" Hearsay, a newsletter that is emailed to all NLS members four times per year. There are two co-editors of the newsletter who have revived Hearsay and made it something that is truly informative and that members enjoy reading. The less-threatening forum presented through the various events, activities, socials, conferences and monthly council meetings encourages new lawyers to enter community service, to shape the legal profession, to develop leadership skills, and to develop life-long friendships.

**3. Personnel** The staff allocation is part of the 3.77 FTE in Section Coordination.

**4. Report on Performance Standards and User Satisfaction (current year)**

Specific performance standards and user satisfaction measurements were not implemented for the 2008-2009 bar year, nor will they be for subsequent bar years (unless the Operations Committee requests any such measurements or standards).

However, NLS performance during this bar year (2009-10) has been strong. In particular, the NLS has been very successful in organizing monthly CLEs, which have been held immediately prior to our monthly Section Meetings at the MSBA offices. These CLEs have been very well attended, to the degree that they are outgrowing the space available at the MSBA offices. A portion of the increased funds that the NLS is requesting for the 2010-11 and 2011-12 bar years would likely go toward renting a larger space for its monthly CLEs.

Additionally, the NLS is excited about its recent formation of a new standing committee: the Outreach Committee. The Outreach Committee has been given two tasks: (1) strengthen the link between NLS governance and NLS membership using, among other strategies, social networking websites; and (2) strengthen the link between the NLS and the four area law schools. With the additional funding that the NLS is requesting, the Outreach Committee would be better able to accomplish both goals, but particularly the second goal. It could do this by organizing more events in which law students and NLS members could interact with one another.

**5. Performance Standards and User Satisfaction (next three years)**

Although, like last year, this report does not implement specific performance standards or user satisfaction ratings, the true measure of section success is section involvement. NLS will continue to build on its committee structure and encourage participation of its members in those positions as well as the liaison positions previously discussed. NLS is proud of the participation it has and will continue to focus on getting New Lawyers involved in its section as well as the MSBA at large.

## **6. Market Penetration**

The NLS membership as of January 1, 2010 is 3,680, which represents a significant portion of new lawyers. Approximately 25-30 people attend the monthly council meetings. NLS also co-hosts two socials/fundraisers each year, which bring hundreds of New Lawyers together and raises money for good causes.

## **7. Current Issues and Challenges**

As with the MSBA overall, NLS wishes to increase new member recruitment and involvement of current members, which typically means an increase in the amount of money requested. Given the economic times, the NLS understands the MSBA's financial position and is looking for creative ways to continue our goals on a reduced budget.

## **8. Financial: Explanation of Budget Categories**

Attached are detailed proposed budgets to accompany our request for \$14,500 for the 2010-11 bar year and for \$15,500 for the 2011-12 bar year.

I will detail the expenditures which should help to clarify any questions the Committee may have.

### Travel

Travel continues to be the largest section of the NLS budget because it is a great way for young lawyers to become involved in not only the MSBA, but the ABA as well. It continues to hold true that those NLS members who attend one of the four ABA conferences held each year tend to be more involved in the MSBA NLS section and other local programming. Further, many of the projects which the NLS participates in each year are originated in the ABA Young Lawyers Division. An example of this is the ChooseLaw program, which encourages minority high school students to pursue a career in the legal field and involves young lawyers going into local high schools to discuss the field with these students and answer any questions they may have.

### Meetings

The NLS monthly meetings are an integral way for the section to keep up to date on what is going on with the section and the MSBA at large as well as stay connected with the other members of the group. Meeting attendance remains consistently at 30-40 members each month, but does increase if and when special programming takes place. Typically, pizza and soda are provided to the attending members. Further, the section incurs some administrative MSBA costs at each meeting.

An additional \$1,000 is being requested for the Meetings budget for each of the next two bar years. The reason for this request is the increased use by NLS members of the call-in option to monthly meetings and CLEs. As a convenience to its members, the NLS offers its members the opportunity to conference call in to the monthly NLS meetings—and the CLEs which often immediately precede such meetings. Such conference calls cost the NLS nine cents per minute. So far during the 2009-10 bar year, conference calling has cost the NLS roughly \$125 per meeting. If this continues to be true, and with nine meetings per year, the NLS will spend about \$1,125 this year on conference calling. Such high demand for the conference call feature is a pleasant, if expensive, surprise to the NLS. The extra \$1,000 per year is designed to account for these unexpectedly high costs in future years.

### Programs and Outreach

The NLS partakes in several events each year. The two most well attended events are the winter social and spring social, which are a time for New Lawyers to mingle, meet, and network, but more importantly, are activities that benefit the greater Twin Cities Community. The last couple of

years, NLS, in conjunction with the Hennepin County and Ramsey County New Lawyers, have turned both socials into fundraising efforts as well. The winter social raises money for Toys for Tots and the spring social is a fundraiser for Second Harvest. This past year, NLS raised over \$2,250 and 100 toys for Toys for Tots. Planning for the spring social is underway. The last couple of years, attendance at these events has ranged from 75-200 New Lawyers and many have expressed their desire to see this tradition continue.

#### Affiliate Outreach

As the Committee probably knows, there are two types of young lawyer organizations in Minnesota, those affiliated with the ABA and those unaffiliated. The Affiliated organizations are Hennepin County, Ramsey County, Mankato area, Duluth, and the Rochester area. This represents the core group of young lawyers who take an active part in the Association. Funding here helps keep the organization running by supporting meetings, speakers, socials, and other functions.

The unaffiliated areas are St. Cloud, Anoka County and in the future Moorhead and Washington County. The funding here goes to support the areas in their attempt to become affiliated and to increase active membership.

#### Socials

As explained above, the social aspect of NLS has morphed into not only a time to socialize, but a time to better the community as well. Please see Programs and Outreach section of this Narrative for more details.

#### Newsletter/MSBA Service Fees

The cost of this section of the budget has decreased substantially over the past few years due to the fact NLS is no longer charged a fee for sending out its quarterly newsletter, which the section greatly appreciates. The NLS does still incur some expenses each month from the MSBA for copies, parking, etc.

#### Recruitment

One continuing goal of the NLS is to increase its active participation in the organization. It is the NLS' belief that if you are able to capture a New Lawyer early in her or his career and make them an active part of the MSBA early on, that person is more likely to continue her or his participation as the lawyer's career grows. Among other things, the NLS participates in several activities with the local law schools each year in an attempt to access lawyers before they become lawyers and get these students involved in the NLS early on.