

December 2022

The Bar Report

Executive Director's Report to the Board of Governors



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We support our members in a dynamic and diverse society in delivering valued professional services, promoting access to justice and pursuing professional satisfaction.



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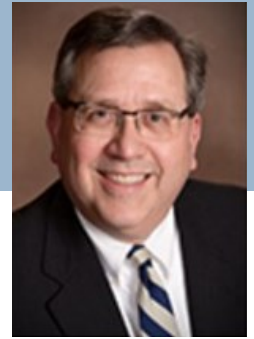
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From the desk of ...

Larry J. Martin, Executive Director



One of my colleagues often uses the word “catawampus.” It is an apt word to describe the times we’ve been living in. But in the last several months, dare I say, things are feeling normal again.

At the State Bar of Wisconsin, we have returned to in-person gatherings and meetings, allowing us to directly interact again with each other. Associations associate. We are in the people business, and reconnecting in person is something I greatly welcome.

However, moving forward, we have learned that there can be more flexibility and choice in how we meet and where we work. Virtual and remote work options allow us to save both time and money, as well as provide greater efficiency in how we organize our days. Regardless, we remain focused on how we can best serve you, our members.

When I am not on the road, I like to be in the office. It’s a chance to see my colleagues and members. Having my home as my office for nearly two years just wasn’t for me. I need closure each day, and I found that hard to do when working at home.

As we approach the end of the year, I have encouraged my State Bar colleagues to try and take some time off. For us, as I know for many of you, there no longer seem to be slow periods in the rhythm of the year. However, the second half of December still offers that rare time when there are fewer meetings, hopefully fewer emails, and a chance to take a collective breather as many of us take time to celebrate the holidays. I find it a time to reconnect with life beyond my work and the office, to spend time with family and friends and hopefully enjoy a little down time.

Before I head out, I will throw a party for my colleagues. It’s something I do each year to personally express my profound gratitude for all they do.

Then I will go home, play some Ella and Bing, pour myself an eggnog and settle in. It will be a time to step back, celebrate the season, and reconnect with those I hold most dear. There will be plenty of work waiting for me in the new year.

However you mark this time of year, best wishes and good health to you and your loved ones. Thanks for taking time to read my report. Please continue to stay well and, as always, ever forward!

Larry



Wisconsin Lawyer Columns

In case you missed my recent columns in the *Wisconsin Lawyer*[™] magazine:

- **Getting Out of Town:** State Bar of Wisconsin staff and leaders are helping members, no matter where they live (October 2022)
- **Stepping Up for Democracy and the Rule of Law:** Lawyers, let the State Bar of Wisconsin know how the organization and the profession can best promote and ensure the survival of democracy, in the United States and worldwide. (November 2022)



Upcoming Events

Mark Your Calendar

- **Upcoming Board of Governors' Meetings**
 - February 24, 2023: State Bar Center, Madison
 - April 14, 2023: State Bar Center, Madison
 - June 14, 2023: The Pfister Hotel, Milwaukee
 - September 21-22, 2023: Blue Harbor, Sheboygan

► In-person CLE Seminars and Webinars

- **Annual Constitutional Law Symposium 2022**
December 8, State Bar Center, Madison
- **Effective Legal Writing 2022**
December 9, State Bar Center, Madison
- **Family Law Ethics: Social Media, Prenuptial Agreements, and Acting as GAL 2022**
December 14, State Bar Center, Madison
- **Forensic Justice Institute 2023**
Jan 19-20, Webcast Seminar
- **Step-by-Step Estate Planning I 2023**
January 25, State Bar Center
- **Step-by-Step Estate Planning II 2023**
February 8, State Bar Center

For all in-person CLE seminars and conferences, visit [MarketPlace](#).

► Check Out Books UnBound Today!

Books UnBound™, our subscription-based online library of PINNACLE® books, went live on September 16. Check out a sample chapter from each book for free. If you have questions or would like a demo, please contact Publications Manager [Carol Chapman](#).

► Coming Up: Forensic Justice Institute

The 2nd annual **Forensic Justice Institute** will be held virtually on January 19-20. Advances in technologies and testing have created an explosion of new resources for investigators, prosecutors, and defense counsel. Topics include:

- Firearm identification
- Big data and surveillance
- The role of the medical examiner
- Forensic toxicology
- Eyewitness accounts

Register on [Wisbar Marketplace](#).

► It's a Wrap! WSSFC Offers Two Tracks to Earn CLEs, Network

The Wisconsin Solo & Small Firm Conference (WSSFC), held October 27, 28, and 29 at the Kalahari Resort in the Wisconsin Dells, featured information on substantive law, practice management, technology, quality of life, and ethics.

The virtual portion of the conference, held November 14-16, offered the same 16 ½ credits comprising of a variety of CLE, EPR, LAU and LPM credit types from six plenaries and 32 breakout session options.

Read more about the conference experience in [InsideTrack](#).

➤ Veteran Litigators Teach Courtroom Strategy at ABOTA Institute

Members attending the 32nd Annual Institute of Trial Practice (ABOTA) on Nov. 10 received a front row seat to every step at trial. They heard from veteran litigators regarding their strategies and rational from opening to closing statements. Attendees observed how a judge would manage the proceeding and received perspectives from the bench. They also listened in on a jury deliberation.

➤ Providing Ethics Guidance

The [Ethics Program](#) provides guidance regarding Wisconsin's Rules of Professional Conduct for Attorneys. Ethics counsel delivered 15 presentations from September 14 to November 4, with five through PINNACLE. A sampling includes:

- "When Must You Tell The Truth? (Walworth County Bar Association)
- "Who is Your Client When You Are a Public Servant and Your Work is Deemed Political? (Wisconsin Association of County Corporation Counsels)
- "Recent Ethics Opinions" (Dane County Criminal Defense Attorneys)
- "The OLR Process" (Academy of Matrimonial Lawyers)

Ethics Counsel wrote two articles for InsideTrack:

- ["Who is the Client in Entity Formation?"](#)
- ["Side Switching: Conflicts when a Defense Lawyer Runs for District Attorney"](#)

Questions? Contact Ethics Counsel [Aviva Kaiser](#) or [Tim Pierce](#), or call the Ethics Hotline at (800) 254-9154.

➤ Members Receive Best Practice Tips on Law Firm Accounting & More

State Bar Practice411TM Law Practice Assistance Manager Christopher Shattuck met with members for roundtable law practice management discussions in September and October to discuss best practices for law firm financial accounting, legal analytics, ethically avoiding common grievances, and practical tips for automating the client intake process.

Below is a sampling of the presentations given by Practice411:

- ["Hardware & Software Encryption Strategies for Protecting Your Law Firm 2022"](#)
- ["Law Firm Software for Maximizing Efficiencies in Your Firm 2022"](#)
- ["Law Firm Succession Planning 2022"](#)
- "Digital Intelligence"
- "Technology for Lawyers: Leaving the Safety Net"



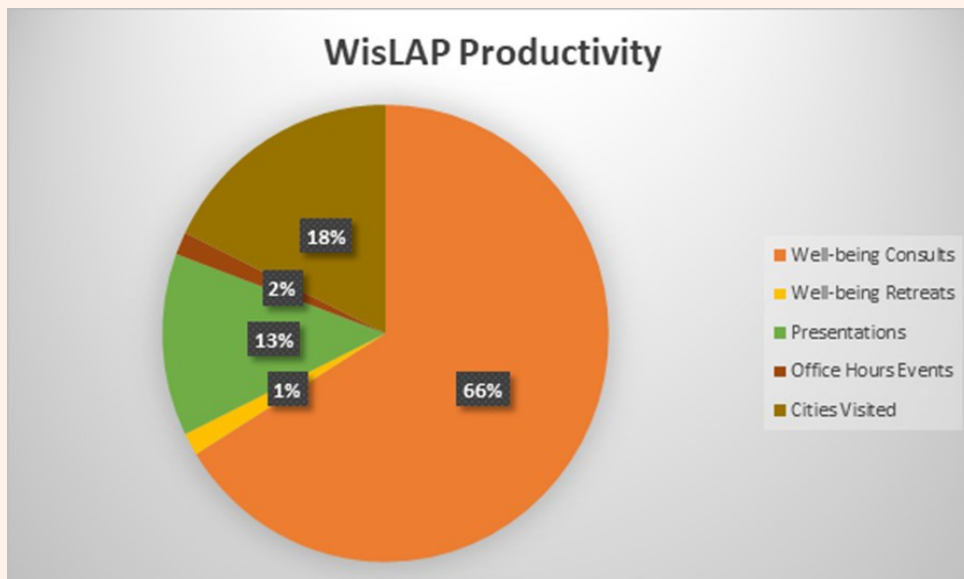
About Practice411: The State Bar’s Law Office Management Assistance Program Practice411 helps lawyers improve their efficiency and effectiveness in the delivery of legal services and in implementing systems and controls to reduce risk and improve client relations. It helps lawyers manage the business aspects of their practices. Questions? Contact [Christopher Shattuck](#), Law Practice Assistance Manager.

➤ Prioritizing the Well-Being of Lawyers

WisLAP staff participated in 41 well-being consults with lawyers from September to November and gave eight presentations in 11 cities. Since June 2022, WisLAP has participated in 85 consults and gave 15 presentations.

WisLAP conducted their annual Volunteer Training for 44 people on Nov. 10-11. Topics included mindfulness meditation, motivational interviewing, self-care, implicit bias, mental health and substance use disorders, shame and stigma, and the tenets of positive psychology.

About WisLAP: The program offers confidential wellbeing support to lawyers, judges, and law students. WisLAP aims to promote attorney wellbeing by developing a culture within the Wisconsin legal community that destigmatizes mental illness and substance use disorders and fosters work-life balance. Questions? Contact [Julia Persike](#), PsyD, CSAC, WisLAP Manager or [Amber Gilles](#), WisLAP Member Coordinator.



We're Working Together for the Common Good

State Bar groups consist of Sections, Committees and Divisions. Together these groups provide a wide range of opportunities for professional development while also helping to improve the administration of justice and the practice of law in Wisconsin.

▶ Section Reports

The **Administrative and Local Government Law Section** held a CLE in conjunction with PINNACLE, "COVID Relief Legislation & Issues in Administrative Law 2022" on Sept. 19. The program focused on The American Rescue Plan Act of 2021. Section members received a \$100 discount for both in person and webcast replays.

The **Bankruptcy, Insolvency & Creditors' Rights Section** held their Annual Bankruptcy Update on Nov. 2 in Milwaukee and Nov. 3 in Madison. This is an opportunity for section members to hear directly from U.S. Bankruptcy Court judges from the Eastern and Western Districts of Wisconsin and get up to speed on the latest trends and developments in bankruptcy practice.

The **Construction and Public Contract Law Section** organized a volunteer event with [Revitalize Milwaukee](#) on Oct. 29. Volunteers built a fence for a retired veteran in the Milwaukee area. Members volunteered their time and the board approved a generous financial donation toward the project.

The **Elder Law and Special Needs Section** held a free training, "Going Beyond Diversity to Meaningful Inclusion," on Nov. 2. It was presented by Atty. Jennifer L. Johnson, Director of Diversity & Inclusion at Legal Action of Wisconsin, Inc. The training allowed members to take an introspective look at the section's D&I practices when planning a CLE and recruiting members, challenged members to explore status quo bias, and posed critical questions about the progress in the section's D&I action plan submitted in June 2022. Twenty-seven people attended the event.

The **Family Law Section** co-produced the "Advanced Skills and Techniques for Family Law Practice" with PINNACLE on Oct. 11 and provided three scholarships to members. Participants gained insight into how alcohol and drug assessment evaluations are used in family cases, examined COVID impacts on family law, and recommended security measures for attorneys.

The **Intellectual Property and Technology Law Section** hosted a networking event with each of the law schools on Nov. 10. More than 50 law students and IP attorneys attended each event.

The **International Practice Section** is increasing their Law School Outreach by planning networking events and alternating each month between Madison and Milwaukee. They invite all law students and international practitioners to attend.

Labor & Employment Law Section resumed their luncheon series by hosting “Diamond Assets LLC: The Latest from the Restrictive Covenant Front” on Oct. 26. On Nov. 21, a panel discussed “The Law Surrounding Employees with Mental Health Conditions” and explored the unique legal issues employees and employers are experiencing since COVID-19.

The **Real Property, Probate and Trust Section** is producing six CLE’s and has offered \$50 discounts for the section members who attend. The CLE’s include: “Annual Estate Planning Update,” “Annual Real Estate Update,” “Step by Step Estate Planning I,” “Step by Step Estate Planning II,” and “The Annual Commercial Real Estate Update.”

The **Solo Small Firm and General Practice Section** played a huge role in the planning success of the 2022 Wisconsin Solo Small Firm Conference. The section financially sponsored the event, presented the John Lederer Service Award, presented annually, and provided two scholarships for members to attend the conference.

Division Reports

The **Nonresident Lawyers Division** held their Annual Fall Meeting in Washington D.C. on Oct. 13-14. The division hosted a CLE program free to local members of the DC Chapter of the Nonresident Lawyers Division. Speakers included Sean Marotta, Dean Dietrich, and Kamilah House. Topics included “Updates on Cases from October Term of the U.S. Supreme Court” and “Civility in the Legal Profession.” The division is planning to host more chapter events across the country during the upcoming year.

The **Young Lawyers Division** hosted a CLE program and networking event for division members in La Crosse on Nov. 11. “You’re a lawyer! Now What?” included a panel discussion on attracting and retaining clients while expanding your presence through leadership and community engagement. A networking reception co-sponsored by WILMIC followed the program.

The **Senior Lawyers Division (SLD)** held a successful live program in Milwaukee on Oct.20, with over 75 attendees at the Italian Community Center. Repeats of this program will be held in Madison on March 16, 2023, and in Green Bay on May 18, 2023. The SLD has a series of webcasts in production with PINNACLE, including programs on the handling of files, lawyer wellness, technology, and encryption. Past seminars are available to division members in a [free library](#) of virtual content with topics of interest to senior lawyers.

Committee Reports

The **Anti-Sexual Harassment Oversight Committee** created a [website](#) of resources that includes a basic model policy for legal employers addressing the issue of sexual harassment in the workplace. This model policy is intended as a starting point to encourage adoption of policies by employers. In addition, the committee will add a minimum of two anti-sexual harassment sessions into their annual rotation of CLE sessions with the assistance of PINNACLE. The committee formed to oversee the recommendations of the **Sexual Harassment and the Legal Profession Report**, which was approved by the Board of Governors.

► Continuing Our Work on Diversity and Inclusion

The Diversity Inclusion Oversight Committee (DIOC) continues to build working relationships with Affinity Bar leaders from the Wisconsin Asian Bar Association, LGBT Bar Association of Wisconsin, Legal Association for Women, Wisconsin Hispanic Lawyers Association, and Wisconsin Association of African-American Lawyers. The groups have been updated on FY23 DIOC goals. Some goals include:

- Creating more meaningful touches with the law students and giving them practical mentorship
- Adding Diversity and Inclusion courses to the Judicial College program
- Building on the success of the Diversity Clerkship Program
- Rebuilding the Diversity Counsel Program

► Diversity Clerkship Program Generates Strong Interest Among Law Students

Eighty-six students from Marquette and U.W. law schools attended informational sessions in October to learn more about the 2023 Diversity Clerkship Program, a 10-week summer internship experience for first-year minority law students. The program continues to be refined to better accommodate employers and students during the interview process. If you are interested in providing an internship, email [Jacque Evans](#), Diversity and Inclusion Specialist.

The State Bar is committed to exposing law students to the benefits, services and experiences the State Bar offers to members so they will choose to practice law in Wisconsin and become active in the State Bar when they graduate. State Bar staff attended the Aug. 19 and Sept. 1 orientations at U.W. Law School.

State Bar staff are also working with U.W.-Stevens Point to establish opportunities for potential law students in rural areas.

We're Advocating for Justice, Clients, the Legal System and Profession

➔ Close Races Top Mid-Term Elections

True to form, Wisconsin continued its tradition of extremely close statewide elections, but incumbency continued to demonstrate its power.

The two Democratic incumbents, Gov. Tony Evers and Attorney General Josh Kaul, both won their respective races against Republican businessman Tim Michels and Fond du Lac County District Attorney Eric Toney. On the Republican side, incumbent U.S. Senator Ron Johnson won his statewide election against Democrat Lt. Gov. Mandela Barnes.

In the other two statewide races, margins were especially close with one race still too close to call. Republican attorney John Leiber beat his Democratic challenger, Fitchburg Mayor Aaron Richardson, in the campaign for State Treasurer. In the Secretary of State race, Democratic incumbent Doug La Follette currently leads State Representative Amy Loudbeck by just over 1,300 with votes still outstanding. The race could potentially go to recount once the results are certified over the next few days.

➔ GOP Adds to Majorities in Senate, Assembly

As expected, both the Republican-led Senate and Assembly added to their growing majorities in both houses. Favorable open seats and newly drawn district lines from the decennial redistricting process allowed the Senate GOP to add one new seat and three additional Republican seats in the Assembly. With the one additional seat, the Senate now holds a supermajority for the 2023-24 session with 22 Republicans and 11 Democrats. The supermajority in the Senate could be used to override any veto made by Gov. Evers. In the Assembly, the three additional GOP victories fell short of the necessary numbers to reach the supermajority threshold. Assembly Republicans will still hold a sizeable 64 to 35 member advantage.

➔ Lawyer Legislators Continue to Decline

The 2022 election had a near-record 31 legislators opting either not to run for re-election or to run for a different elective office. Along with having almost one-fourth of the legislative body being completely new, there will also be a decline of lawmakers that are attorneys. Ten of the 132 legislators have a background as attorneys.

There are seven attorneys serving over the next two years in the Assembly (six Democrats and one Republican):

- Ron Tusler (R-Harrison)
- Marisabel Cabrera (D-Milwaukee)
- Steve Doyle (D-Onalaska)
- Evan Goyke (D-Milwaukee)
- Jimmy Anderson (D-Fitchburg)
- Daniel Riemer (D-Milwaukee)
- Tip McGuire (D-Kenosha)

Meanwhile, three attorneys will serve in the upper chamber beginning in January (one Republican and two Democrats): Eric Wimberger (R-Green Bay); Lena Taylor (D-Milwaukee); and Kelda Roys (D-Madison)

Inauguration Day for the 2023-24 legislative session is January 3, 2023.

► Advocating for the Justice System

The criminal justice system is facing unprecedented challenges with backlogs of cases and staffing issues during a tight labor market. Increased financial support from the legislature will go a long way to addressing these challenges. The first several months of the new legislative session will be focused on crafting a new biennial budget. As reported in *Rotunda Report*, a major priority for the State Bar Advocacy team is building support for increased funding for District Attorney's offices and the State Public Defender's office, including an increase in the private bar rate. We also support the Judicial Council's request for returned funding for staff and services so that they can continue their important advisory role in the judicial system.

► Connecting Lawmakers with Lawyers

The 2023-2024 legislative session will have only 10 members of the legislature who are attorneys and will feature a bumper crop of legislative freshmen. It will continue to be vital for members of the legal profession to engage with their lawmakers as constituents. To this end, the State Bar's Government Relations and Grassroots team is working to continue to educate and engage our members around the legislative process.

Resources available to members include our bi-weekly newsletter, [Rotunda Report](#), our [Advocacy Network Action Center](#), and our Twitter account [@SBWRotundaRpt](#). The most important resource, our staff, includes Lisa Roys, Cale Battles, Lynne Davis, and Devin Martin. They will answer any questions you may have about advocacy and will actively come to you.

The State Bar organizes legislative meetings around the state to bring our members together with their lawmakers to talk about issues important to the legal profession. We offer educational programs on the ins and outs of the legislative process and how attorneys can engage in the process. Educational meetings may feature one credit of CLE.

If you would like to have a meeting with the Government Relations and Grassroots team and your local bar, law firm, or a group of legal colleagues, reach out to Grassroots Coordinator [Devin Martin](#).

Facilitate

We're Helping the Public Access the Legal System

The State Bar promotes access to justice and professional satisfaction for its members. One way to accomplish this is through pro bono work and public education on the rule of law.

Pro Bono Portal Offers 78 Volunteer Opportunities

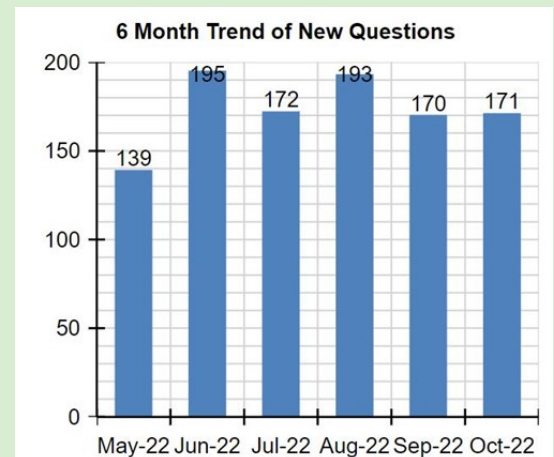
The [State Bar Pro Bono Portal](#) is currently advertising 78 volunteer opportunities. Since its inception in November 2020, 438 opportunities have been posted to the site.

Top Questions Posed to Free Legal Answers

The most common legal questions posed to volunteers in the [Wisconsin Free Legal Answers](#) program, a project of the Access to Justice Commission, involve family law (34%); housing (18%); debts (10%), employment (6%); real estate (4%); and probate (4%).

Volunteers have answered 657 questions from 631 clients around the state in FY2023.

From May to September 2022, Free Legal Answers averaged 173 questions per month with the majority coming from Milwaukee and Dane counties.



31 Small Businesses Receive Free Legal Help

The Business Law Section has expanded the number of appointments available in their [free legal assistance effort for small businesses](#) that have non-litigation issues. In September and October, volunteer lawyers and law students served 31 small business clients.

Check Out *Pro Bono Highlights*

The State Bar's monthly *Pro Bono Highlights* email newsletter is distributed to all members. It provides an update on statewide pro bono efforts, resources, and opportunities for volunteers in Wisconsin. The November issue highlights the National Pro Bono Week celebration efforts in Wisconsin, a volunteer attorney, and a new pro bono opportunity.

➤ Promoting Access to Justice Resources to Wisconsin Librarians

Wisconsin libraries are a frequent first stop for individuals with legal challenges. In fact, 78 percent of library patrons ask for help finding a legal resource.

State Bar Pro Bono Program Manager Jeff Brown joined representatives with the State Library and the UW Law School Library to present “Access to Justice and the Public Library” at a recent meeting of the Wisconsin Library Association in Lake Geneva. The presentation focused on resources librarians can use to refer to patrons, including specific PINNACLE publications and the Lawyer Referral and Information Service (LRIS).



➤ State Bar Highlights National Pro Bono Week

National Pro Bono Week is celebrated the last week in October. The State Bar joined with other bar associations and legal services organizations in a variety of efforts to promote the week, including a social media campaign.

➤ Helping Resolve Lawyer-Client Disputes

The State Bar’s confidential [Fee Arbitration Program](#) has 42 open cases – down four since June 2022. The program processes about 67 cases annually. Arbitration hearings continue around the state.

➤ Want More Business? Learn About LRIS on December 8

Members interested in joining the Lawyer Referral & Information Service (LRIS) are invited to a webinar on Dec. 8 from noon to 1 p.m. Speakers include LRIS Committee Chair Steve Krueger, and LRIS panel members David Lang and Alexis Garuz.

LRIS connects lawyers with prescreened clients based on legal issue, geographic location, and ability to pay. The service averages 600 calls weekly (29,259 calls in FY22) and offers two Spanish-speaking specialists.

Space is limited. Information: [Katie Wilcox](#), Public Education Program Manager.

➤ Media Coverage Gains Steam with WNA Partnership, AG Debate

“Know Your Legal Rights” newspaper stories written by LRIS attorneys appeared in 44 Wisconsin Newspapers in September and October, bringing the total to 152 stories since the partnership formed with the Wisconsin Newspaper Association (WNA) in April 2022.

A sampling of the articles include:

- **Door County Pulse: “Can you afford to drink and drive?”**
(Atty. Kyle Borkenhagen)
- **The (Rice Lake) Chronotype: “Why parents need a will to establish legal guardianship”**
(Attys. Ralph E. Johnson and Josiah R. Stein)
- **Sun Prairie Star: “No money down: How contingency fees work in personal injury cases”**
(Atty. Robert Kasieta)
- **Wausau Pilot & Review: “How to file an action in small claims court?”**
(Atty. Angela Knight)

Members of the media contacted the State Bar’s media outreach program for legal experts on late-breaking stories, including:

- **WKOW (Madison): “Attorneys on the likelihood of an appeal by Darrell Brooks”**
(Referral to Attorney Sarah Schmeiser)
- **Wisconsin State Journal: “Non-consensual posting of UW volleyball locker room images could be a felony under state law”** (Referral to Atty. Awais Khaleel)

Additionally, the Attorney General debate at the State Bar Center generated considerable statewide attention, with in-person coverage from WISC-TV (Madison), WTMJ (Milwaukee), WisPolitics.Com, WisEye, Associated Press, Wisconsin State Journal, Wisconsin Public Radio, Milwaukee Journal Sentinel, and WUWM-Milwaukee’s Public Radio.



ABOUT STATE BAR MEDIA OUTREACH: The State Bar’s media outreach provides information, corrects inaccurate reporting, connects the media with lawyers as experts, and serves as a trusted source for journalists while highlighting the critical role and expertise lawyers play in society. Questions? Contact [Mike Wiltse](#), Public Relations Specialist.

Promoting Public Understanding of the Law: Wisconsin Law Foundation

Young Lawyers Receive Scholarships for Representing the Underserved

The Wisconsin Law Foundation granted **Belle Case La Follette Awards** in the amount of \$2,500 each to three recent law school graduates. The awards recognize recent law school graduates who are State Bar members that practice law in Wisconsin and represent underserved populations. This year's recipients are:

Atty. Tatiana Shirasaki, University of Wisconsin, 2018, Public Defender, Dodge County. Tatiana mentors students; volunteers for the Wisconsin State Bar Mock Trial program and WisLap; is a member of the Mayville School Board; supports the U.W. Law Clinics by being the Co-Vice-President of the Economic Justice Institute Inc.; and is involved in Rotary as a District Grant Committee Member.

Atty. Cassidy Sandoval Baker, Marquette 2018, Centro Legal, Milwaukee. Instead of using the award herself, Cassidy plans to use it to cover the costs of pro bono representation for two or three family law cases from beginning to end.

Atty. Kristina Mendez, Creighton, 2021, Mendez Law LLC, De Pere. Kristina practices in the areas of immigration, family, juvenile, civil, criminal, and business law. She serves low-income Spanish-speaking individuals in Green Bay, Appleton, Sheboygan, Fond du Lac, Wautoma, and the surrounding rural areas. She saw a very high demand for representation in the Latino communities south of Green Bay, so she opened a second office in Appleton to provide services in the southern and western areas of the Fox Valley.

Remember the Wisconsin Law Foundation in Year-end Giving

These are uncertain and concerning social and economic times. Civic understanding, the role of our courts and the rule of law are in decline; a generation of leaders in the legal profession and in our communities are retiring; and large parts of our state increasingly struggle accessing justice.

This is where your Law Foundation is stepping in. The Foundation is working hard to expand grants to young lawyers who choose to work with underserved populations; engaging high school students on the rule of law and civics through Mock Trial; and developing a new generation of lawyers' leadership skills in service to both the profession and our communities; all while promoting innovative programs that strengthen our justice system.

Our efforts are ambitious, but we cannot do it without your continued support. Your ongoing dedication to our work is critical if we are to continue to address and expand our reach in support to these worthy projects and programs across the state.

I urge you to join me in personally supporting the critical work of the Wisconsin Law Foundation by making an end-of-the-year contribution today.

Your support now will also allow us to meet the growing demand to support Wisconsin's High School Mock Trial program; new diversity initiatives; scholarships that help new lawyers reduce debt and establish practices in underserved areas; and programming focused on developing the next

generation of legal leaders. Make donations online at wisbar.org/wlfdonate or send a check to the Wisconsin Law Foundation, 5302 Eastpark Blvd., Madison, WI 53718.

Diversity Clerkship Alumni Participate in WSSFC

Thanks to scholarships from the Law Foundation's **Fund to Promote Diversity**, two young attorneys who participated in the State Bar's Diversity Clerkship Program when they were in law school, attended this year's Wisconsin Solo & Small Firm Conference (WSSFC).

G. Lane Ware Leadership Academy

The Law Foundation provided a \$4,113 grant to the State Bar's **G. Lane Ware Leadership Academy**, a multi-session training program designed to enhance leadership skills, inspire leadership involvement, build professional networks, and foster the professional development of a diverse group of lawyers. The Leadership Academy helps to improve the leadership skills of lawyers who are interested in becoming leaders in their community, in their places of employment or in the legal profession whether at the local level or within the State Bar.

The first session of the 2022-23 Leadership Academy took place in-person at the State Bar Center on Nov. 4 & 5, 2022. This year's class is made up of 16 lawyers from every corner of the state.

► Nominations For Leadership Summit Due December 16

Help the State Bar identify the next generation of State Bar volunteers by nominating a new lawyer to attend the Leadership Development Summit in April 2023.

The Summit is designed to teach new lawyers the benefits and connection between State Bar engagement and professional growth, as well as understand how to balance family, professional and volunteer responsibilities.

We encourage you to nominate diverse professional colleagues. Nominations are due by December 16. Questions? Contact [Beth Drake](#).



► How Is Your Health Insurance Plan Performing?

Law firms may see an increase in health care coverage costs in 2023. The Kaiser Family Foundation recently released their [ACA exchange policy premium rate analysis](#) predicting 2023 health care coverage rate increases for employers ranging anywhere from 5-14%.

Be sure to take some time now to examine how your current plan is performing. Have costs increased? Has the claims experience been positive? If the changes haven't worked in your favor, check out the State Bar Group Health Plan for law firms to see if it offers you any cost-savings.

Paperwork must be submitted by December 15, 2022 for coverage to be effective January 1, 2023. However, law firms may enroll in this group health plan at *any time* throughout the year, not just during open-enrollment time in November.

To qualify, law firms need to employ at least two non-family members who work 26 hours or more per week (i.e. lawyer and one other employee), and coverage must be offered to all, but may be declined. Under current federal and state association health plan law, the State Bar's plan cannot provide coverage to individual attorneys either working as solo practitioners without at least one non-family employee.

Information and video resources available to learn more about the plan:

- [Health Checkup: State Bar's Group Health Plan for Law Firms May Be a Solution for Your Firm](#)
- [Association Health Plan for Law Firms: Deeper Dive into Value Added Services](#)
- [Town Hall Meeting Q-&-A](#)

To request your quote, please contact Professional Insurance Program representatives [Christine Nadolski](#), 414-755-4172, or [Wendy C. Block](#), 414-755-4185.

► Marketing & Personal Fitness Programs Top List of New Benefits

Check out these new benefits made available to State Bar members:

- [Gavel Marketing](#): Offering discounted cutting-edge video production services, media buying, graphic design, market strategy and social media management.
- [Transformation Center](#): LIVE virtual or in-person fitness program at exclusive discounted rates. Whether you live in Madison or anywhere in the state, this program brings 45 minute live workouts to you wherever you might be.

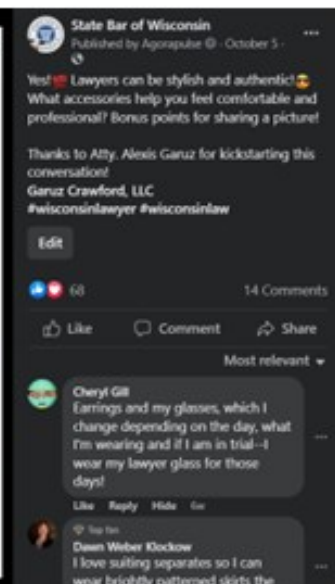
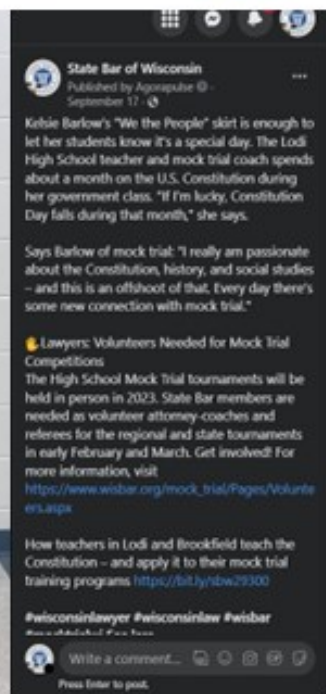
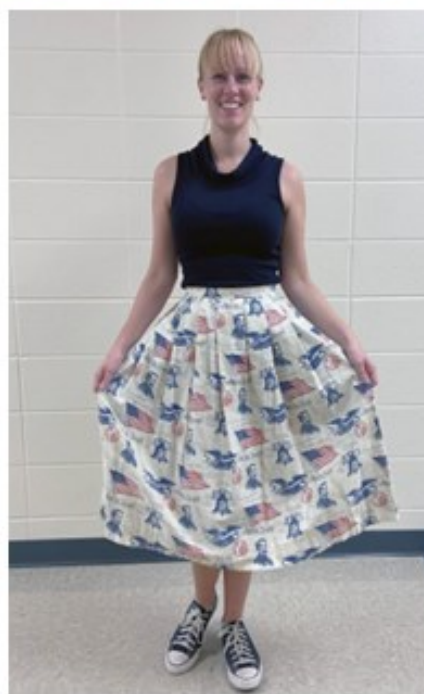
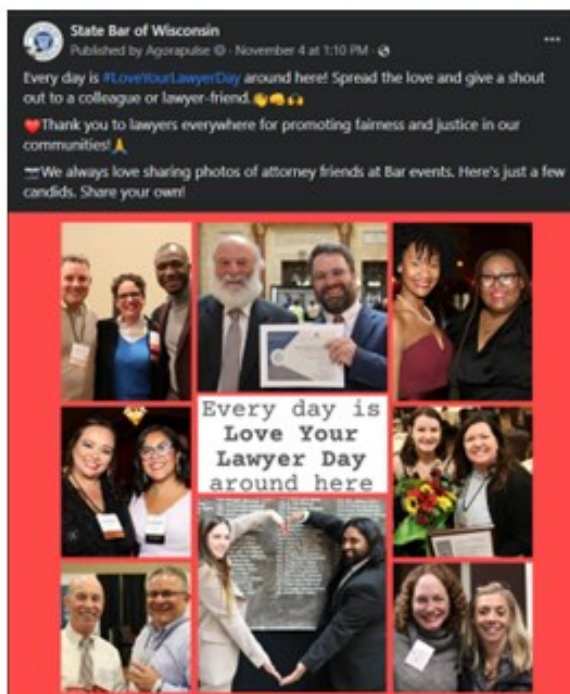
Explore all your [member benefits](#). Questions? Contact [Annette Ashley](#).

Social Media: A Look at Top Content

Increasingly, our members engage with the State Bar and each other through our social media channels. Join the conversation; connect with us on Facebook, Twitter (@statebarofwi), LinkedIn, and Instagram (@statebarofwi). Here are some recent metrics and examples that demonstrate how social media plays a role in advancing our mission.

Facebook

Posts and metrics from Sept. 4 – Nov. 17, 2022 (compared to period prior)



Twitter

Posts and metrics from Sept. 4 – Nov. 17, 2022 (compared to period prior)



State Bar of Wisconsin @StateBarofWI
Understanding Wisconsin's election laws with Madison City Attorney Mike Haas. youtube.com/watch?v=FQXHmk...

#wisconsinlawyer #wisconsinlaw #electionlaw



4:57 PM · Oct 6, 2022 · Twitter Web App

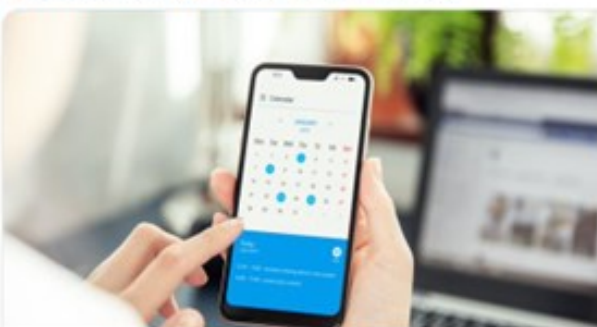
State Bar of Wisconsin @StateBarofWI
What better way to kick off National Pro Bono Week than by recognizing Maggie Niebler-Brown, our 2022 Pro Bono Attorney of the Year! 🏆

#wisconsinlawyer #wisconsinlaw #wisbar #probono #probonoweek #celebrateprobono



State Bar of Wisconsin @StateBarofWI
Loads of great tips here from @MyCaseInc. What's the #1 thing you do to stay organized?

H/t @LexBlog
#wisconsinlawyer #wisconsinlaw #wisbar



lexblog.com
Improving Lawyer Organization: Best Practices
Organization is a lawyer's best friend. A tidy virtual and physical work environment enables you to work efficiently. Well-managed time results in ...

8:19 AM · Nov 4, 2022 · Agorapulse app

State Bar of Wisconsin @StateBarofWI
It is important that employers ensure workplaces are inclusive of neurodiverse and ability diverse employees. Here are some best practices.

By Catarina Colón, @HuschBlackwell
#wisconsinlawyer #wisconsinlaw



wisbar.org
Creating Inclusive Workplaces for Neurodivergent and Employees with Disabiliti...
It is important that employers ensure workplaces are inclusive of neurodiverse and ability diverse employees. Catarina Colón offers tips on best practices to ...

LinkedIn

Posts and metrics from Sept. 4 – Nov. 17, 2022 (compared to period prior)

Followers

5.5K

3.7%

Engagement

9.7K

11.1%

Impressions

116K

-19%

See section

See section

“
I want to remind my Latine colleagues that we are deserving of our accomplishments
”
Nancy Cruz
Perkins Cole
Madison, Wis.

State Bar of Wisconsin
5,543 followers
1mo • 🌐

“During this Hispanic Heritage Month, I want to remind my Latine colleagues and peers that we are deserving of our accomplishments and that we are valuable. There will be times when fear and imposter syndrome might overwhelm you and cause you to close doors on yourself. Even now, there are moments when I doubt my skills and abilities, and when I fear that I will not live up to the expectations of my colleagues.

But when such feelings start to resurface, we must remind ourselves that our place in the legal field serves a much broader purpose. Becoming an attorney means that we are fulfilling our parents' dreams by taking advantage of an education and a life that they could only dream of and that the many heartbreaking sacrifices that we and our families made were worthwhile. It means that Spanish speakers will have access to legal support that previously was not obtainable for them. Finally, it means that we may serve as mentors and guides, which many of us lacked, for

State Bar of Wisconsin
5,543 followers
2mo • 🌐

Congratulations! Welcome to these new lawyers, including those who passed the Wisconsin Bar Exam in July 2022. Some are just beginning their careers in law, and others are finding new opportunities in Wisconsin. Read more <https://lnkd.in/g7ha9TTQ>.

👉 If you attended the ceremony, please like and share these photos!

👉 New lawyers: As you begin your career, we hope you'll continue engaging with your State Bar of Wisconsin. We have a ton of resources available for young lawyers. Info at <https://lnkd.in/gPBCir7F>. Best wishes!

📷 More photos from each admissions group on our Facebook page.

#wisconsinlawyer #wisconsinlaw #wisbar



State Bar of Wisconsin
5,543 followers
1mo • 🌐

The suicide by the beauty queen, attorney, and TV star is a reminder that “the way that someone appears in public or in their professional life doesn't reflect the whole of their functioning.”

👉 If you or someone you know is struggling, the Wisconsin Lawyers Assistance Program is here for you. Contact us for a free, confidential consultation: (800) 543-2625. Learn more at www.wisbar.org/wislap.

📞 We can all help prevent suicide. Call or text 988 to reach the suicide & crisis lifeline for free, confidential support any time, any day.

#wisconsinlawyer #wisconsinlaw #wisbar #lawyerwellbeing



The Dazzling Life and Shocking Death of Cheslie Kryst
nytimes.com • 8 min read

Instagram

Posts and metrics from Sept. 4 – Nov. 17, 2022 (compared to period prior)



statebarofwi
State Bar of Wisconsin

statebarofwi What does it take to be a leader? 🤔👏 This group of motivated, young lawyers got to work today to hone their professional skills, kicking off this year's Leadership Academy at the State Bar Center. Topics included:
📌 Demystifying Networking
📌 Mindful Leadership: Establishing Core Practices
📌 Effective Time Management
📌 The Art of Leadership

Special thanks to our leading group of speakers! 🙌

William D. Marko, Assistant General

View insights

Liked by attykris and 49 others

NOVEMBER 4

Add a comment... Post



statebarofwi

statebarofwi What a night! 🎉 Congratulations to the 2022 Class of Fellows of the Wisconsin Law Foundation, and to Michelle Behnke, recipient of the 2022 Goldberg Service Award! 🙌

Welcome to the 2022 Class of Fellows:

View insights

Liked by attykris and 36 others

SEPTEMBER 30

Add a comment... Post



statebarofwi

statebarofwi What does work-life balance for young lawyers even mean? 🤔👏 In this episode of the Bottom Up podcast 🎙️, four attorneys with different perspectives discuss how finding the right balance means different things to different people. Find it wherever you get your podcasts, or visit www.wisbar.com/podcast

View insights

Liked by attykris and 19 others

SEPTEMBER 19

Add a comment... Post

Larry is on Twitter!

Larry Martin is actively engaging with members and thought-leaders on Twitter (@LarryJMartinED). Connect with him! A selection of his recent tweets are below.

Larry J. Martin @LarryJMartinED · Nov 8
Ending our @StateBarofWI Northern tour in Merrill with members of the Lincoln Co. Bar Association. We continue to hear of both the great career and life style opportunities practicing in WI's rural communities. Thanks to all our members who joined us along the way!



Larry J. Martin @LarryJMartinED · Sep 30
Proud to count Felicia as a leader @StateBarofWI !

Odalo J. Ohiku @OdaloJOhiku · Sep 28
Ohiku Law Office's newest attorney Felicia Owen writes about structural racism in Wisconsin law & the detriment of a felony conviction. It is her passion as an attorney to help break down the barriers in Wisconsin that hold communities of color back. #lawyer #racism #Wisconsin



Larry J. Martin @LarryJMartinED · Oct 3
Wisconsin's legal community mourns the loss of a great lawyer, but even greater friend. Mike May epitomized the best of the legal profession & will be deeply missed. @StateBarofWI @BoardmanClark @CityofMadison @Practice411 @mulaw @WisconsinLaw @SBWRotundaRpt



Larry J. Martin @LarryJMartinED · Oct 14
Out in Arlington VA for meetings & programming with @StateBarofWI Non Resident Lawyers Board. A great group of Bar leaders! @erikguenther @marghick_hickey @eskaichen @AttyWiseman



Larry J. Martin @LarryJMartinED · Oct 28
Great AG debate last night @StateBarofWI Thanks to our partners @WISCTV_News3 & @wispolitics and to the candidates!

State Bar of Wisconsin @StateBarofWI · Oct 27
The State Bar of Wisconsin hosted the live debate between Wisconsin Attorney General election candidates Josh Kaul and Eric Toney Oct. 27 at the State Bar Center, partnering with WisPolitics and Wisc-TV. Watch now, youtube.com/watch?v=wEre19...