



**STATE BAR OF WISCONSIN**  
*Your Practice. Our Purpose.®*

**MEMORANDUM**

To: Board of Governors  
From: Larry J. Martin, Executive Director  
Date: Dec. 1, 2020  
Re: Executive Director Report

---

I must admit, I am ready to put 2020 in the rear-view mirror. Yet, as I reflect on what, together, we accomplished this past year, I am in awe. I'm so very proud of your leadership and the collective efforts of our volunteers and staff members.

In a year marked by COVID-19, we have worked hard to fulfill our mission of delivering to our members valued professional services, promoting access to justice, and pursuing professional excellence. This is evidenced, most recently, by the remarkable success of our first-ever virtual Wisconsin Solo & Small Firm Conference in October.

As you can imagine, there was a lot of behind-the-scenes heavy lifting by staff and volunteers to pull off a virtual conference employing a brand-new platform. Beyond that, everything from conference logistics, attendee networking, speaker presentations, vendor sponsorships, and marketing and communications was reimaged. I commend, in particular, the Solo/Small Firm & General Practice Section and the incredible cross-departmental team within the State Bar staff for organizing a conference that worked to meet the needs of our members and other attendees. Thank you, and congratulations on a job well done!

During this pandemic, safety is our priority for our members and staff. We continue to be safer at home, and, as such, the State Bar office will remain closed to most staff and all members until at least March 31, 2021, and possibly beyond. Furthermore, during this time, all State Bar events will continue to be held virtually until it is safe to do otherwise. Our return to our physical office space will be informed by recommendations and directives from health experts.

Regardless of how you mark and celebrate this time of year, best wishes to you and your loved ones for good health and cheer. May the season be a time to recharge and reflect as we look to put the past in perspective and prepare for the opportunities of a new year.

## RECENT COLUMNS of Interest

---

In case you missed my recent columns in the *Wisconsin Lawyer*<sup>TM</sup> magazine:

- **Your State Bar: Helping Others: Support for Worthy Organizations.** I have learned of countless stories of members and colleagues giving their time, talent, and treasure helping those in greater need despite the challenges they themselves face. If you are able to help others, please do, and be thankful that you can. (October)
- **Your State Bar: Time to Address Student Debt.** The State Bar will actively work to support legislative efforts that reduce the cost of legal education and to provide loan repayment assistance programs when appropriate, and we need your help. (November)

## UPCOMING EVENTS to Keep on Your Radar

---

- **44th Annual Worker's Compensation Update 2020**  
PINNACLE<sup>®</sup> Webcast Seminar  
December 17
- **Lawyer Marketing & Networking Expo**  
Practice411<sup>TM</sup> Virtual Event  
January 13
- **Wisconsin High School Mock Trial (Virtual)**  
February 6-7 (Regionals)  
March 6-7 (Finals)
- **Board of Governors' Meetings**  
February 26, April 16, and June 9
- **2021 Annual Meeting & Conference**  
June 9: Cheryl Furstace Daniels swearing-in as 66<sup>th</sup> State Bar president  
June 10 & 11: AMC programming

## EDUCATE – Developing Skilled Legal Professionals

---

### ***Retooled Solo & Small Firm Conference Widens Opportunities for Virtual Learning***

Driven online by COVID-19, the State Bar of Wisconsin produced its first-ever virtual Wisconsin Solo & Small Firm Conference (WSSFC) on Oct. 28-30. Nearly 250 attendees were able to network with peers, speakers, and vendors, while taking in multiple plenary and CLE tracks.

Presenters offered a mix of prerecorded and live sessions on crucial case law, legal trends, legislative changes, new technology, ethical conundrums, and best practices for a balanced life.

Overall feedback from conference attendees was positive, with 98 percent giving the event a grade of B or better (with 85 percent giving it a grade of A or A/B).

#### **The Virtual WSSFC was Awesome!**

“The best part is that I could attend without the travel time and expense. I am one of those isolated ‘up-north’ lawyers who find travel burdensome. I hope the conference continues to have a virtual component.”

– Atty. Roberta A. Heckes, Thorp

For those attending the in-person conference in previous years, as well as this year’s virtual event, nearly two-thirds report that an in-person event is a better value for them. Whereas, one-fourth of respondents report the virtual event is a better value.

With the pandemic expected to last into 2021, the State Bar will use the interactive platform for other upcoming events, giving members an opportunity to gain familiarity with the technology and staff to experiment with effective ways to host social and educational events through this technology.

### ***PINNACLE Rolls Out Two New Books***

Under the brand PINNACLE<sup>®</sup>, the State Bar produces Wisconsin-focused seminars and substantive practice resources, including live, webcast, and on-demand seminars and a comprehensive library of 80-plus treatises, practice guides, system and code books, practice forms, and two document assembly programs.

**The Professional Development Team released a new 200-page book, *Minor Guardianships of the Person: Wisconsin Children’s Court Practice and Procedure*, in October. The book addresses new procedures that went into effect for guardianships of the person for children as a result of the passage of 2019 Wis. Act 109. *Wisconsin Landlord & Tenant Manual* will be**

available for pre-order in December. The manual covers the law relating to residential rentals and the impact of those laws on owners, property managers, and renters.

### ***Improving the Delivery of Remote CLE***

Given the new reality of social distancing and working from home, online learning is a necessity. Providing training that is interactive, fun, and engaging for attendees can be a challenge, especially when it's a day-long event. Recently, the **Seminars Team** turned to the Zoom platform for an Advanced Negotiation Skills workshop, enabling attendees to practice their negotiation skills with each other, while interacting with the trainer. The new format kept participants engaged throughout the day.

### ***Mark Your Calendar: Annual Meeting & Conference Set for June 10-11, 2021***

Despite the uncertainty of the pandemic, one thing is for sure: The Annual Meeting & Conference will take place June 10-11, 2021. If the State Bar determines that a virtual event is the best approach, we will use the same platform as the Wisconsin Solo & Small Firm Conference, ensuring a familiar experience for those attendees.

Now is the time to secure your sponsorship and promote your law firm statewide. For more details, contact Karen Richter at [krichter@wisbar.org](mailto:krichter@wisbar.org).

### ***Providing Practice Management and Ethics Support***

The State Bar's Law Office Management Assistance Program, Practice411™, assists lawyers in improving their efficiency and effectiveness in the delivery of legal services and in implementing systems and controls to reduce risk and improve client relations. It offers resources to help lawyers manage the business aspects of their practices.

Practice411 facilitates information sharing among members through **monthly roundtable law practice management discussions**, via telephone and videoconference, on the third Monday and Tuesday of each month. In September, October and November topics included law firm surveys, free dictation tools, Fastcase, law firm marketing, and networking.

Over the past several months, Practice411 presented a number of programs, including:

- “How to Protect Your Firm from Hackers, Data Thieves & Tech Invaders” (Milwaukee Estate Planning Forum Inc. and the Sheboygan and Portage county bar associations)
- Several practice management and technology-related programs at Wisconsin Solo & Small Firm Conference
- “Law Office Management: Ethics, Practice Management and Technology Tools” (Racine County Bar Association)

- “Office, Technology, Practice & Ethics for EPICOR” (EPICOR)

The State Bar’s **Ethics Program** provides guidance and help in resolving questions regarding Wisconsin’s Rules of Professional Conduct for attorneys. The program is on pace to respond to more than 3,300 calls in 2020.

Ethics counsel gave 13 presentations from mid-September through mid-November, including:

- “The Ethics of Getting Paid” (PINNACLE Annual Bankruptcy Update)
- “Confidentiality 201: The Exceptions” (PINNACLE)
- Fall Ethics (PINNACLE)
- “Conflicts 101: The Basics” (PINNACLE)
- “Creating Engagement Agreements That Work for You and Are Ethical, Too!” (Wisconsin Solo & Small Firm Conference)
- “Ethical Issues in Representing Minors in the Juvenile Justice System” Children and the Law CLE)
- “You Can’t Change What You Can’t See: Can the Rules of Professional Conduct Improve Our Vision?” (Nonresident Lawyers Division)
- U.W. Law School, Professional Responsibility Class
- “Ethics for Prosecutors” (State Public Defender – Stevens Point Region)
- “Representing Clients with Diminished Capacity” (Jefferson County Bar)
- “Confidentiality and Contact Tracing” (Sheboygan County Bar)
- “COVID- related issues and Other stuff” (Wisconsin Council of Estate Planning Attorneys)
- "My Friend Wants to Know ... A Conversation with an Expert on the Most Frequent Questions Asked to Lawyer Ethics Hotlines, and the Most Common Causes of Bar Discipline” (Quarles & Brady Ethics Seminar)

To reach Practice411, call (800) 957-4670. Contact the Ethics Hotline at (800) 254-9154.

***WisLAP: Working to Promote Lawyer Well-Being***

The **Wisconsin Task Force on Lawyer Well-Being**, a collaboration between the State Bar’s Wisconsin Lawyer Assistance Program (WisLAP) and the Wisconsin Supreme Court, is looking at how Wisconsin’s legal community can better address substance use disorders and mental health issues that affect lawyers, members of a stressful profession.

The task force, chaired by Hon. Todd W. Bjerke of La Crosse, with more than 40 members representing a cross section of the legal community, including two State Supreme Court Justices, expects to complete its work with specific recommendations next year.

Subcommittees are meeting regularly to research and identify tools and best practices that will support Wisconsin lawyers, as well as recommendations to reduce stigma, a factor that causes individuals to avoid getting the help they need before problems arise.

### ***Division, Section, and Committee Reports***

**Government Lawyers Division:** The GLD is hosting two upcoming CLE programs, at no charge, for its members. The first CLE is set for Dec. 9. Program topics are tailored specifically to the needs of the government lawyer in Wisconsin.

The GLD is offering \$3,320 in grant money to help members with no other financial means pay for CLE tuition and travel. If you know of a government lawyer in need, contact [Kim Burns](#).

**Nonresident Lawyers Division:** In an effort to learn more about racial injustice and disparities, the NRLD cohosted its annual fall CLE program with the Wisconsin Association of African-American Lawyers on Oct. 23. Aviva Kaiser, State Bar ethics counsel, presented on “Ethical Obligations: Combating Implicit Bias by Celebrating All Diversity Including Neurodiversity.”

The event also featured a panel discussion on how the legal profession can address racial justice, diversity and inclusion, and disparate incarceration. Panelists included Judge Carl Ashley, Milwaukee County Court; Odalo Ohiku, Law Offices of Odalo J. Ohiku; Scott Colom, District Attorney for the 16th Circuit Court of Mississippi; and Elise Ashley, a U.W. law student. Forty-three nonresident lawyers attended the event.

**Senior Lawyers Division:** The SLD launched a series of virtual CLE programs with PINNACLE, including a two-part series titled “The Ethics of Transitions.” The SLD is planning a series of educational programs of interest to senior lawyers. Topics may include “Substance Abuse by the Aging Lawyer,” “Technology for Senior Lawyers,” “Alternatives to Retirement: How to Stay Connected to the Legal Practice” and “Dealing with Depression as Part of the Transition Process.”

**Young Lawyers Division:** The YLD is developing a series of one-hour virtual CLE programs for division members, with plans to make them available at no cost. Board members also are continuing to reach out to local bars to make connections and serve as mentors to other young lawyers across Wisconsin.

The **International Practice Section** held its inaugural virtual pumpkin decorating contest on Oct. 30. The event was designed as a networking “meet and greet.”

The **Intellectual Property and Technology Law Section** communications committee is working to expand its online presence by reaching out to law firms and small practices to encourage them to cross-post relevant topics to its LinkedIn group.



*Members of the **International Practice Section** gather to hang out and carve pumpkins before Halloween.*

The **Business Law Section** is co-sponsoring with PINNACLE a December 18 program, “The Business of Business Courts in Wisconsin” providing an overview of Wisconsin’s Business Court program, as well as an update on the program’s recent expansion. The section has supported the program since the Wisconsin Supreme Court’s pilot program in 2017.

The **Labor and Employment Law Section** hosted an October CLE virtual presentation, “Employees’ Rights and Employers’ Legitimate Expectations in the Age of the Pandemic.” More than 50 members attended the presentation.

The **Labor and Employment Law Section** is partnering with the **Business Law Section** to present, “Managing a Workforce in a Pandemic: Employment Law in the Age of COVID-19.”

The **Children and the Law Section** is presenting a Dec. 8 CLE program, “What Every GAL Should Know about Foster Care Changes in Placement.” Section members may attend at no cost.

**Elder Law and Special Needs Section** members participated in a Nov. 13 virtual networking event with new attorneys to encourage them to enter the practice area, due to projected shortages in the field. The board also contacted both U.W. and Marquette law schools about the need for practitioners in the field, encouraging inclusion of an elder law curriculum.

In order to increase awareness of the construction and public contract law fields, the **Construction and Public Contract Law Section** is awarding a \$2,000 scholarship to a law school student at both U.W. and Marquette law schools. This is the third consecutive year the section has offered these scholarships.

The **Family Law Section** partnered with PINNACLE to produce a Dec. 2 CLE program, **“Advanced Skills and Techniques for Family Law Practice.”** In an attempt to help members who are just starting their practices or who are experiencing financial hardship, the section offered three scholarships to members to attend this event.

The **Solo/Small Firm and General Practice Section** was integrally involved in the planning of the first-ever virtual presentation of the Wisconsin Solo & Small Firm Conference in October. The section presented the annual Lederer Award to David Carlson for his contribution to the education and support of solo and small-firm attorneys.

**Engaging new section members** early on is important as it leads to more fulfilling engagement. Check out these videos created by **Section Leaders Council** Chair [Alison Helland](#), Dispute Resolution Section Chair [Lisa Derr](#), and Children and the Law Section Chair [Beth Anne Lauck](#).

## **ADVOCATE – Advocating for Justice, Clients, the Legal System & the Profession**

---

### ***Advocacy & Access to Justice: Communicating State Bar Priorities***

With the election behind us, the focus of the Government Relations team shifts toward next session and communicating State Bar priorities with the new legislature and executive branch. Priorities include expungement, student loan reform, and civil legal funding, among others. The Government Relations team is also continuing to find ways to collaborate with other organizations on issues of mutual interest.

In addition to outreach with the legislature and executive branches, this team continues to educate members through the *Rotunda Report* newsletter. The Oct. 30 edition on expungement reform included the [most watched and shared video](#). We will continue to keep our members abreast of session activities and ways to participate in the legislative advocacy process.

## **FACILITATE – Helping the Public Access the Legal System**

---

### ***A New Way to Shop for Pro Bono Opportunities***

Finding a way for lawyers to volunteer their time and treasure to help people resolve their legal issues just became easier, with the Nov. 19 launch of the State Bar’s all-new **Pro Bono Portal**, a



centralized marketplace for attorneys and law students to browse individual pro bono matters or other disaster-related pro bono opportunities.

The intuitive website, powered by Paladin, enables legal services organizations statewide to share their pro bono opportunities. It's simple to match lawyers' skills, interests, and level of commitment. Just click on a link and fill out a short form that generates an email to the connecting organization that posted the matter. From there, the volunteer and the organization connect with one another directly.

The State Bar coordinates the portal and provides free access to participating programs. There is no cost to lawyers or law firms to participate. Questions? Contact [Jeff Brown](#), pro bono manager.

### ***LRIS: Connecting Employers to Clients***

The State Bar of Wisconsin Lawyer Referral and Information Service (LRIS) connects attorneys with clients who are carefully prescreened for legal issue, geographic location, and ability to pay.

From July 1 - Nov. 18, 2020, LRIS specialists handled 12,510 calls – or an average of 125 per day – from the public. Approximately one in four callers are referred to an attorney; the remaining callers are given assistance in the form of information, referrals to community or government agencies, or basic legal advice through the State Bar Lawyer Hotline.

LRIS currently has 362 lawyer panel members, covering 40 practice areas. Panel members are needed in Districts 4, 5, 7, 8, 10, 11, and 16. To learn more, visit [Wisbar.org](#).

### ***Ensuring Access to Justice: The Commission's Work***

- The [Access to Justice Commission](#) and civil legal aid stakeholders from across the state, including the newly formed Civil Legal Aid Alliance of Wisconsin, submitted a unified budget request to Gov. Tony Evers on Nov. 11 requesting an expansion of funding from a range of sources as part of a long-range plan that will bring civil legal aid funding in line with surrounding states.
- [Wisconsin Free Legal Answers](#), the commission's signature pro bono effort, now has over 300 registered volunteers. Through this free virtual legal advice clinic, volunteer lawyers respond to questions posted online by those who qualify for the service. The service has received 1,633 questions in 2020, which is 60 percent more than received in all of 2019. Question volume doubled earlier in the pandemic but has now settled at roughly 1 ½ times the typical volume. This year, volunteers have responded to 151 pandemic-related questions, of which 47 percent are related to employment or unemployment.
- **Wisconsin Law Help website.** The commission is working collaboratively with the State Bar's Legal Assistance Committee and the State Law Library on a project to design and promote a more effective way for Wisconsin residents to search for and connect with

appropriate legal resources that fit their needs. The groups plan to develop a Wisconsin Law Help website that includes a legal aid referral tool that will consolidate referrals across the state and eventually provide more self-help legal information to the public.

### ***Resolving Client Disputes***

- The State Bar's **Fee Arbitration Program** is a confidential and inexpensive way for clients and lawyers to resolve fee disputes. The program currently has 44 open cases. Arbitration hearings have resumed via videoconference.
- The **Wisconsin Lawyers' Fund for Client Protection** Committee met on Nov. 5 to consider claims for reimbursement of funds to victims of dishonest conduct by their lawyers. The committee approved 14 claims totaling \$360,437 against six attorneys. The committee also deferred four other claims and denied six claims. The committee will review the deferred claims, along with at least seven newly received claims in February.
- On Oct. 6, 2020, the Wisconsin Supreme Court held a public hearing on the **Client Protection Committee's Petition 19-25**. The petition seeks to raise the annual assessment by \$5 to provide sufficient funds to pay eligible claims and to provide a prudent reserve. The court is considering the petition.

### ***Increasing Awareness through the Media***

Through its statewide media outreach and response efforts, the State Bar provides information, corrects inaccurate reporting, connects the media with lawyers in a variety of ways, and serves as a trusted resource to journalists while highlighting the critical role and expertise lawyers play in society. Here are some recent examples of media coverage:

- *Wausau Pilot and Review*: "[Retired Marathon County judge receives State Bar's highest recognition; his son earns Public Interest Law Student Award](#)"
- Fox 6 Milwaukee: "[Milwaukee auto dealer's license revoked after 50+ complaints](#)"
- *Appleton Post-Crescent*: "[Cody Splitt, legendary Appleton attorney, national trailblazer and political activist, dies at age 101](#)"
- Fox 6 Milwaukee: "[Fewer insurers cover raccoon damage; it could cost you thousands](#)"
- *Milwaukee Journal Sentinel*: "[Prosecutors received 158 voter fraud referrals since 2016. Few proved to be criminal](#)"
- American Bar Association: "[States mull diploma privilege as option for pandemic-affected bar exams](#)"
- WTMJ4 Milwaukee: "[Third successive female president of State Bar of Wisconsin sworn in](#)"

- [WisPolitics.com](#): “State Bar of Wisconsin: Women lawyers make history during 100th anniversary of 19th Amendment”

### **Press received for the new Pro Bono Opportunity Portal:**

- [WEAU Wausau](#)
- [WMTV Madison](#) and picked up by [WSAW Wausau](#)
- [WJFW Rhinelander](#) (Note: Story begins at 12:13 and ends at 13:58)
- *Wisconsin Law Journal*: ‘State Bar launches pro bono opportunity portal’
- *Wausau Pilot and Review*: ‘State Bar launches pro bono portal to connect lawyers, communities’
- *Cap Times*, ‘New website connects attorneys with those who need legal help’
- *Milton Courier*: ‘State Bar launches pro bono website to connect lawyers with their communities’
- *LexBlog*; “Pro bono portal connects Wisconsin lawyers with clients in need”
- *ABA Journal* (publish date TBD)

### **High School Mock Trial Moves Online, Students to Tackle Murder Mystery Case**

High school students will argue the case of a “whodunit” murder mystery under quarantine – as the [Wisconsin High School Mock Trial](#) tournament moves online for 2021.

Volunteer attorneys or judges on the bench are need for the competition. Regional online competitions will be held in four rounds on Feb. 6-7, and the online state finals are March 6-7, with two rounds per day.

To learn more, read this story in *InsideTrack*. If you are interested in serving as a volunteer, please visit [Wisbar.org](#). Questions? Contact [Katie Wilcox](#).

### **Recognizing 15 Leaders Who Make a Difference**

It’s tradition to celebrate and recognize our leaders for their leadership and contributions to Wisconsin’s legal profession and their communities’ in-person during the Member Recognition Celebration at the State Bar of Wisconsin Annual Meeting & Conference, held each June. In the year of the pandemic, we have found a new way to celebrate.

Visit the special [Member Recognition Celebration](#) page on [Wisbar.org](#) to hear about their contributions and their acceptance speeches.

Nominations for next year’s awards will open shortly. For nomination criteria, visit [Awards and Recognition](#) on [Wisbar.org](#) or watch for notices in upcoming editions of *InsideTrack*.

## ***Promoting Public Understanding of the Law: Wisconsin Law Foundation***

### ***Launching a New Website***

Now appearing on a screen near you ... the all-new [Wisconsin Law Foundation website](#)! The Law Foundation is excited to announce the launch of its redesigned website. Please take a minute to have a look around. An updated look. Easy navigation. Mobile friendly.

### ***Awarding More Than \$24,000 in Grants***

When the COVID-19 pandemic hit, the Law Foundation saw a dramatic increase in applications for our **Truman Q. McNulty Grants**. These grants support charitable or educational programs and projects in communities across our state that promote greater understanding of the law and improve the administration of justice.

To meet this increased demand, the Law Foundation increased grant funding by 33 percent, providing \$24,400 in rapid funding to preserve or expand crucial programs across the state, including:

- Boys & Girls Club of Portage County, for helping kids virtually;
- Crawford County Teen Court, for programming that helps kids avoid the juvenile justice system; and
- Catholic Multicultural Center for providing affordable legal representation to immigrants.

Other individual grants included:

- Briarpatch Youth Services Inc., Madison, for a Restorative Justice Program Youth Peer Court;
- Centro Legal, Milwaukee, for a family law consultation program;
- Milwaukee Justice Center, for creating a touch-free intake process due to COVID-19;
- RISE Law Center, to support End Domestic Abuse Wisconsin;
- ABC for Health Inc., for community legal education initiatives;
- State Public Defender's Office, for the Student Expulsion Prevention Project;
- Wisconsin Teen Court Association for the Restorative Justice Summit; and
- Grant and Winnebago County teen courts.

### ***Young Lawyers Receive Scholarships for Representing the Underserved***

The Wisconsin Law Foundation granted **Belle Case La Follette Awards** in the amount of \$2,300 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. Brent Eisberner**, U.W. 2017, of Levine Lyon & Eisberner LLC, Madison. Brent is a former U.S. Marine who focuses on veterans, ADA laws, and immigration issues. He founded a network of lawyers across the country that help veterans with their legal needs.
- **Atty. JJ (Jason) Moore**, Marquette 2018, of Springfield, Mass., serves underserved Wisconsin populations through the ABA Free Legal Answers. JJ has fielded more than 400 questions on topics including Indian law, debts and collections, insurance, expungements, and more.
- **Atty. Deborah M. Richter**, Mitchell Hamline Law School 2017, works at Richter Law Office LLC in Park Falls. A solo practitioner, she provides legal services in Price County, often pro bono, for those who are unable to pay for her services.

### *Joseph Boucher, Father of LLCs, Recognized For Service*

Madison attorney **Joseph W. Boucher** is recipient of the Law Foundation’s **2020 Charles L. Goldberg Distinguished Service Award**. The award recognizes a lifetime of service to the profession and the community. Boucher, known as the “Father of LLCs,” chaired the State Bar Business Law Section committee that drafted the original Wis. Stat. chapter 183 that established LLC’s in Wisconsin.

### *Event Honors Justices Wilcox & Butler*

Justices Jon Wilcox and Louis Butler were recognized for their dedication and long-time service to the Wisconsin Law Foundation and Fellows of the Wisconsin Law Foundation during a virtual event on Oct. 13. The fundraising event, attended by 450 members and guests, raised more than \$65,000 in support of the Foundation’s mission and work.

### *Generous Gift from Senior Lawyers Division*

A special thank you to the Senior Lawyers Division (SLD) whose generous \$5,000 donation to underwrite the cost of the 2020 Fellows Dinner – cancelled due to COVID-19 – went to the Primary Fund for grants that support statewide law-related and access to justice programs that were hit hard by the pandemic. The SLD is a long-time sponsor of the annual Fellows gathering.

### *Remember the Wisconsin Law Foundation in Year-end Giving*

Like so many other charitable groups, the Wisconsin Law Foundation faces a significant hole in its fundraising efforts due to the pandemic and the cancellation of the Fellows Dinner, the largest annual fundraising event. If you are in a position to do so, please support the critical work of your Wisconsin Law Foundation by making an end-of-the-year contribution.

Contributions support new diversity initiatives, scholarships that help new lawyers reduce debt and establish practices in underserved areas, Wisconsin's High School Mock Trial program, and programming to develop the next generation of legal leaders.

Make donations [online](#) or send a check to the Wisconsin Law Foundation, 5302 Eastpark Blvd., Madison, WI 53718.

## **INNOVATE – Planning Together for the Future**

---

### ***Working to Create Greater Diversity within the Profession***

For the second consecutive year, the State Bar and the Diversity & Inclusion Oversight Committee is participating in the Madison Metropolitan School District's "**FutureQuest 20,**" a **virtual career fair** set for Dec. 1-3. During this event, more than 5,000 middle school students will learn about the Wisconsin legal profession.

The event sparks student interest in careers as lawyers, judges, and legal professionals, while providing them with skill-building direction for a legal career. More than half of the district's 27,000 student are people of color, and more than 25 percent are learning English, coming from homes where nearly 100 different languages are spoken. In addition, 14 percent of the students live with disabilities.

### ***Increasing Diversity of Authors and Speakers***

In an effort to bring greater representation of diverse perspectives to State Bar programming and content, the State Bar is reaching out to affinity bar leaders for help in identifying potential authors and speakers for its publications, seminars, and other events.

If you're interested in writing or speaking, visit the [Contribute page](#) on Wisbar.org for a list of opportunities. Then, complete the new [online form](#) that communicates your interest. In addition, please share this information with others in your network. We'll also use this information to identify lawyers with particular expertise or life experiences for interviews.

Questions? Please contact [Joyce Hastings](#), communications director, or [Theresa Elliott](#), professional development director.

### ***Employers Wanted for Diversity Clerkships: Applications Due Jan. 15***

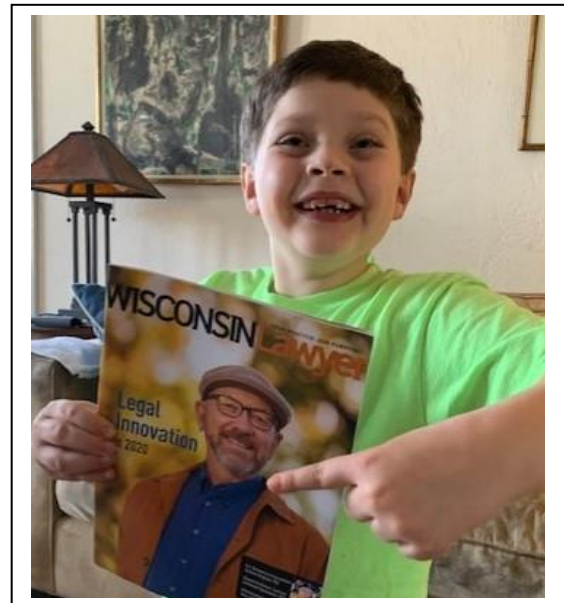
The **Diversity Clerkship Program**, a 10-week summer paid employment program for Marquette and U.W. law school students, is accepting law student and employer applications for its 29<sup>th</sup> year. The application deadline is Jan. 15.

The program has matched more than 500 students with more than 100 employers since its inception in 1993. For more information, including a program brochure and employer application, [click here](#). Questions? Contact [Jeneise Briggs](#) or [Andrew Chevrez](#).

### **Meet Our 2020 Wisconsin Legal Innovators!**

Meet this year’s risk takers – forward thinkers all – who advance the legal profession with perseverance, creative thinking, big ideas, and fact action in a year of unusual events.

- [Lifetime Innovator Bobby Peterson](#): Paving a Path to Healthcare Access
- [Keith Findley, Kate Judson, Jerry Buting, and Dean Strang](#): Improving the Reliability of Forensic Science in Courtrooms
- [Judge Randy Koschnick](#): Transforming Court Operations during a Pandemic
- [Renagh O’Leary](#): Advocating for Compassionate Release of Prisoners
- [Emily Fons](#): A Hotline for Domestic Abuse Survivors



*Photo: Lifetime Legal Innovator Bobby Peterson’s nephew gets excited when the magazine arrives at his home.*

Last spring, through “[That’s a Fine Idea: Nominate a Wisconsin Legal Innovator](#)” initiative, the Communications Committee solicited nominations from Wisconsin’s legal community, looking for examples of innovation that encourage Wisconsin lawyers to adopt an entrepreneurial approach to the delivery of legal services. Nominations for 2021 are due by June 30.

### **G. Lane Ware Leadership Academy Goes on Hiatus; Pivots to New Format**

The G. Lane Ware Leadership Academy, which runs in three sessions from fall to spring, is on hiatus due to the COVID-19 limitations on in-person meetings. In its place is a new virtual refresher series for alumni.

These one-hour programs are offered from November to May. They cover leadership topics that will help alumni further hone their skills, re-energize them for more leadership roles, and expand their professional network to include others with a similar goal or an opportunity to collaborate on common interests.

- **November:** “Virtual Challenges and Opportunities: Effective Use of Zoom for Meetings, Mediations, and Networking”
- **December:** “Mindful Leadership: Establishing Core Practices and Maximizing Impact”

### ***Ready.Set.Practice Mentoring Program Needs Mentors: Applications Due Jan. 15***

The **Ready.Set.Practice. mentoring program** is looking to match mentors with mentees to assist with law practice management, effective client representation, and career development. The State Bar is reaching out to affinity bars and diverse law students to support them in building their professional networks.

The program runs January to December 2021, and mentor applications are due Jan. 15, 2021. For more information, visit [Ready.Set.Practice](#).

### ***Group Health Plan Participants Experience Reduction in Rates for 2021***

With open-enrollment season here, we encourage you to review consider the State Bar of Wisconsin Group Association Health Plan for potential cost savings.

Under the State Bar group health plan, rates for new groups between two and nine people are expected to see a 15 percent premium reduction in rates for coverage effective Jan. 1, 2021. That’s great news, considering a recent *U.S. News & World Report* predicted that health insurance premiums are expected to rise – largely due to pandemic care – 5 to 10 percent in 2021 for small- and medium-sized firms and 5.3 percent for large firms.

Coverage statewide is provided through WPS Health Insurance and access to out-of-state care with renowned Mayo Clinic. In Dane County, coverage is provided by Quartz, with access to UW-Health Hospital and Clinics. For coverage to be effective Jan. 1, paperwork must be submitted no later than Dec. 15.

For more information, contact Professional Insurance Programs, (800) 637-4676 or [info@profinsprog.com](mailto:info@profinsprog.com).

### ***Sign Up Dues Prepayment Plan for 2021 by Jan. 8***

When State Bar leadership travels the state, they frequently hear members ask for a way to pay their State Bar dues and Wisconsin Supreme Court assessments in installments. Paying in installments allows members, particularly those working in small-firm or government settings, a means to better manage their finances, spreading payments over a six-month period.



Members wanting to pay their FY 22 dues and court assessments in installments must sign up by Jan. 8, 2021. Those opting into the Dues Prepayment Plan agree to prepay their dues and assessments through a credit or debit card for five installments (January through May), with the lawyer making the final sixth payment through the State Bar’s online dues processing system. When making this final payment, the member can join optional sections and divisions, apply the Keller dues reduction, and sign the trust account certificate online. There are no additional fees applied for choosing the installment option.

This plan is geared to members with active, inactive, and judicial statuses. Law firms participating in firm billing will continue to pay their dues and assessments through that process.

***Online Dues Payments Continue to Rise***

The number of members paying their dues online continue to rise, while dues paid by mail falls:

<b>Payment Source</b>	<b>FY 2021</b>	<b>FY 2020</b>	<b>FY 2019</b>	<b>FY 2018</b>
Online	53%	43%	39%	28%
Mail	45%	55%	59%	69%
Customer Service	2%	2%	2%	3%

Members benefit from the ease and efficiency of paying online, and the State Bar benefits by reducing the number of temporary staff it hires to handle the influx of payments made by mail. In addition, it allows the State Bar to reallocate staff resources to the Lawyer Referral and Information Service (LRIS), where there is increasing need.

***Have a Question About the State Bar? Visit the Joint Leadership Orientation Page***

Materials presented at the State Bar **Joint Leadership Orientation** in September are now on Wisbar.org for your review. The page, [New Board of Governors Members Training Materials](#), includes the following information:

- Member benefits brochure
- Program introduction videos
- Diversity and inclusion presentation and handouts
- Association Health Plan
- Wisconsin Law Foundation
- Strategic planning and budgeting process introduction
- Attendee list

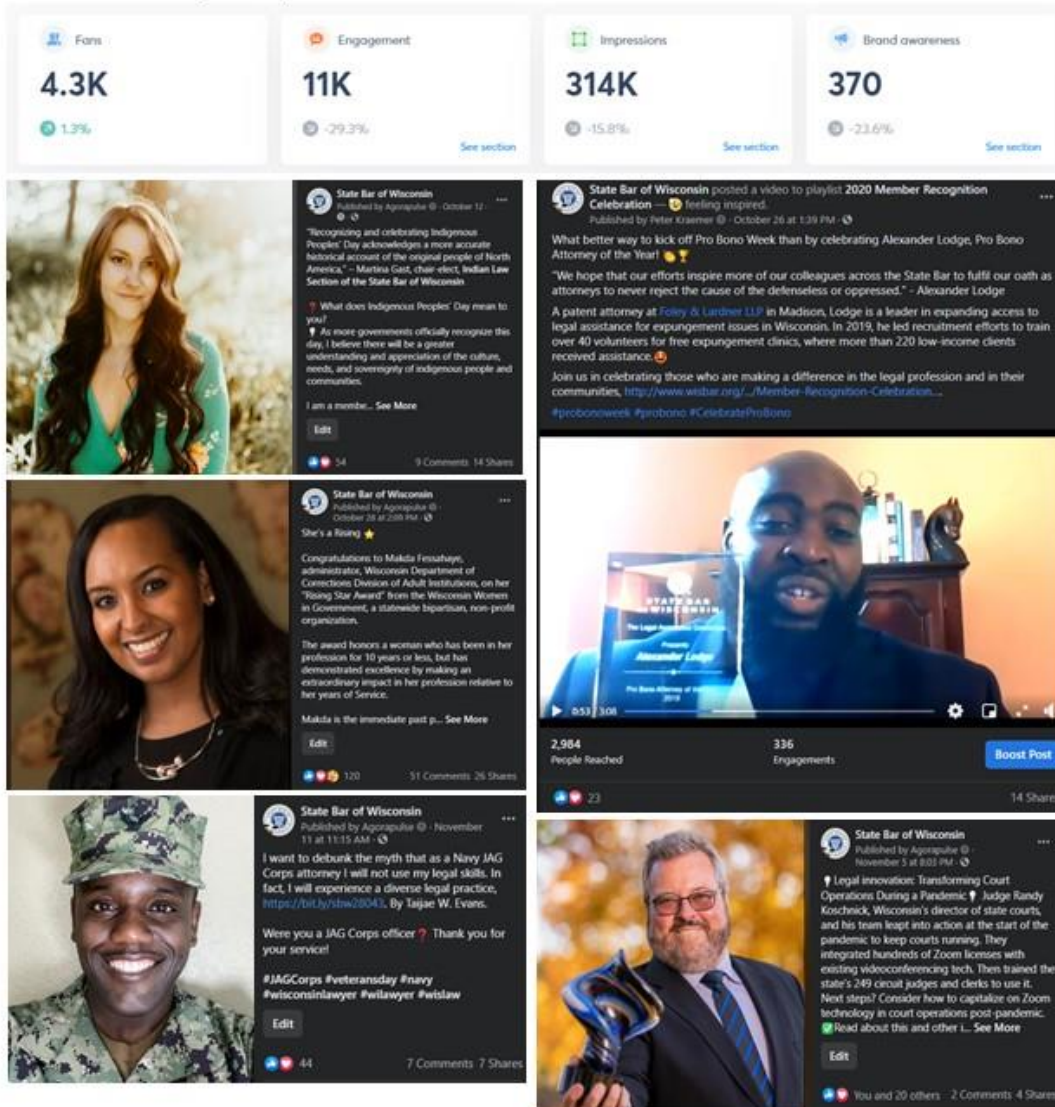
If you have questions about State Bar [member benefits](#), please contact [Annette Ashley](#), professionalism & engagement director.

# 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.

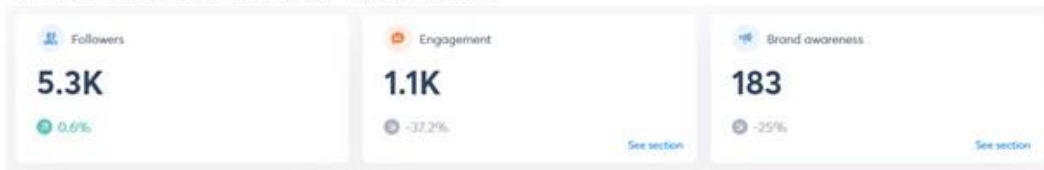
## Facebook

Posts and metrics from Sept. 1 – Nov. 15, 2020



# Twitter

Posts and metrics from Sept. 1 – Nov. 15, 2020



Meet the 2020 Wisconsin Legal Innovators! Amid this year's challenges, they put in place creative solutions to address access to justice.

@ABCforHEALTH @cibjustice @WisconsinLaw @SojournerMKE @mulaw @QuarlesandBrady @wicourts #wilegalinnovation wisbar.org/NewsPublicatio...

8:01 AM · Nov 4, 2020 · Approval Manager

A massive shout out to our amazing planning committee members and chair Nancy Trueblood for their work to make the Wisconsin Solo & Small Firm Conference happen in 2020! #wslfc

7:28 PM · Oct 30, 2020 · Twitter Web App

2 Retweets · 1 Like

State Bar of WI @WisconsinBar · Oct 30  
Replying to @WisconsinBar

They not only planned an amazing event, they rebranded it to go virtual since COVID-19 hit. At a time when everything was cancelling, they asserted that solo & small firm attorneys need each other now more than ever and that the show would go on. 🙌

State Bar of WI @WisconsinBar · Oct 30  
Yes rock! 🙌 @wisbar @cibjustice @meganpatt @sojournermke @mulaw @quarlesandbrady @wicourts @derekmosley @sammdrecher @paulfangel @tombarrett @meganmoyen @TWLAWFIRM

"To many people, you lawyers are heroes." 🙏🙏🙏  
Join Us in a Virtual Round of Applause to 15 Leaders Who Make a Difference wisbar.org/NewsPublicatio...

6:58 AM · Nov 2, 2020 · Approval Manager

View Tweet activity

3 Retweets · 2 Quote Tweets · 1 Like

State Bar of WI @WisconsinBar · Nov 1  
Replying to @WisconsinBar

Wendy Strasser  
Peter Kowarsky  
Henry Thomas Murphy DeMott III  
David Lupton Milwaukee City Attorney  
David Zaleski  
Michael Koenigberg  
Julia Acosta & Sharon Fitzpatrick  
Charles Bremer  
William Shaw

State Bar of WI @WisconsinBar · Nov 1  
Judge Gregory Gray, Marathon County Circuit Court  
Judge John Anderson, Bayfield County Circuit Court  
Anna O'Connell  
Alexander Lodge  
Gudley Kahn, SC

Congratulations and welcome to the bench, Judge Nia Trammell!

"I bring a unique perspective given my lens as a Black woman, my lens as an immigrant, my lens as someone who experienced poverty growing up for some time," says Judge Trammell.

Judge Nia Trammell makes history, brings a unique perspective to Dane County ...  
On Monday, Oct. 12, the honorable Nia Trammell was sworn in as the sixth Black woman to serve as a judge in Wisconsin history. "It took 172 years to have a ..."  
if/wisdom385.com

7:00 PM · Oct 23, 2020 · Approval Manager

Judge Derek Mosley shares his harrowing story of struggling to survive COVID-19 and the ICU nurse who knew exactly the kind of care he needed.

Two Conversations with God  
A Marquette alumina in the grips of COVID-19, a congenital Marquette nurse and the path that led them both to healing.  
if/wisdom385.com

8:00 PM · Nov 13, 2020 · Approval Manager

"If there ever was a time to step up, it is now." – Rudy Moore | Meet 4 Wisconsin lawyers who are dedicated volunteers on election days. With a shortage of poll workers looming, find out why attorneys are needed – and how you can help. bit.ly/news27956

10:02 AM · Sep 17, 2020 · Approval Manager

# LinkedIn

Posts and metrics from June 1 – Aug. 31, 2020



**State Bar of Wisconsin**  
3,707 followers  
2mo • 🌐

Meet four Wisconsin lawyers who are dedicated volunteers on election days. With a shortage of poll workers looming, find out why attorneys are needed – and how you can help.

#wisconsinlawyer #wilawyer #wislaw #electionlaw #Election2020



Lawyers as Poll Workers: Assisting in the 'Lifeblood of Our Country'

wisbar.org

👍 🌐 20

**State Bar of Wisconsin**  
3,707 followers  
2mo • 🌐

Congratulations to Hon. Kashoua (Kristy) Yang (Milwaukee County Circuit Court) & Atty. Christine Liu McLaughlin (Godfrey & Kahn, S.C.)! They join an impressive list.



Wisconsin's 48 Most Influential Asian American Leaders

madsion365.com • 26 min read

👍 🌐 24

**State Bar of Wisconsin**  
3,707 followers  
3w • 🌐

Pro bono rock stars! 🙌 Thank you Godfrey & Kahn, S.C.!

#probono #wisconsinlawyer #wilawyer #wislaw



More than 2,000 Hours of Pro Bono Work in 2019: Godfrey & Kahn is Pro Bono Firm of the Year

wisbar.org • 4 min read

👍 🌐 26

**State Bar of Wisconsin**  
3,707 followers  
2mo • 🌐

"Hopefully, we will stop more trauma being passed on to more children which ultimately creates more young people who are hurting who hurt more people because nobody has ever dealt with their pain."

✅ Judge Mitchell recently presented on trending topics in juvenile justice reform & practice. Check out the webinar: <http://bit.ly/CA3050R>.

✅ We invited Judge Mitchell and dozens of other attorneys to share their perspective on what this moment in racial, social, and justice reform means to them. Read it here: <https://bit.ly/w2007f1>.



Everett Mitchell steps into new role as presiding judge of juvenile division for Dane County Circuit Court

madsion365.com • 7 min read

👍 🌐 101 • 1 Comment

# Instagram

Posts and metrics from Sept. 1 – Nov. 15, 2020



statebarofwi 🎉 Congratulations to David Carlson 🏆 recipient of the 2020 John Lederer Distinguished Service Award! The award recognizes those focused on improving the lives and practices of solo and small firm attorneys in Wisconsin. It was presented today at the State Bar's Wisconsin Solo & Small Firm Conference.



Liked by kmbullon and 8 others

OCTOBER 29



statebarofwi Connecting mentors and mentees has never been easier! Sign up with our Ready.Set.Practice program by Dec. 1! <https://bit.ly/1bn28029>

Pictured: Mentor Kimberly Hurtado helped new lawyer Yu Ita Kim to build her practice via the State Bar's mentoring program, Ready.Set.Practice.



Liked by kmbullon and 6 others

7 DAYS AGO



statebarofwi Very sorry to hear Cody Splitt has passed away 😞 We were fortunate to profile the 101 year old Appleton attorney and trailblazer earlier this year <https://bit.ly/2NwORID>.

Obituary: <https://www.postcrescent.com/story/news/2020/11/09/cody-splitt-longtime-appleton-attorney-who-revered-dies->



Liked by kmbullon and 8 others

NOVEMBER 3



statebarofwi Congratulations to Reyna Morales and Jon Richards, appointed to the Milwaukee County Circuit Court 🎉

Morales has been an attorney with the Wisconsin State Public Defender's Office since 1997. She has served as a board member for the Wisconsin Hispanic Lawyers Association, and volunteers her time participating in Law Day activities at local schools and as a judge for mock trials.

Richards has practiced civil law for more than 25 years and is a partner with Zino, Germanotta, Knoll & Christensen. From 1999 to 2014, Richards represented Milwaukee in the Wisconsin State Assembly. He volunteers to help tenants through the Legal Action of Wisconsin's Eviction Defense Project and for survivors of human trafficking through LOTUS Legal Clinic.

Read more: [...](#)

## 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.

