

**ATTACHMENT 4
CALIFORNIA YOUNG LAWYERS ASSOCIATION
2008 YEAR-END ASSESSMENT**

In 1965, the State Bar's Board of Governors created the State Bar's conference of Barristers. The name was changed to the California Young Lawyers Association (CYLA) in 1977-78 when CYLA's membership on the State Bar's Board of Governors was effectuated through statutory amendment. In 2008, another significant shift occurred when the Board of Governors voted to change CYLA Board from an elected Board to an appointed one. CYLA's purpose is to provide representation for those attorneys who are 36 years of age or under and lawyers who are in their first five years of active membership in the State Bar. At present, approximately 38% of the active members of the State Bar are young lawyers.

CYLA represents and advocates the interests and needs of young lawyers, promotes the State Bar and public service, assists in the creation, improvement, and coordination of local young lawyer organizations, and provides young lawyer leadership on issues of importance to the State bar.

EDUCATION:

1. How activities furthered completion of CYLA's charge:
 - a. Promote interest of new lawyers by keeping them informed of current issues in the profession and assessing additional needs and interests of new lawyers.
 - b. To offer encouragement and assistance to the new members of the Bar in the task of assuming their responsibilities before the Bar.
 - c. Offer joint-programs with local Barrister groups that market CYLA at the local level, to increase awareness of the CYLA, provide the local bar association with the opportunity to generate non-dues revenue and build relationships with local organizations to develop better ways to serve the needs of young lawyers.

2. Measurable accomplishments achieved or not achieved:
 - a. **Annual Meeting MCLE Program:** Two MCLE programs were presented at the 2008 Annual Meeting in Monterey: 1) "Opening a Law Office", and 2) "Deposition Bootcamp".
 - b. **Joint programs with local Barrister associations:** Each CYLA Board member was asked to host an MCLE program offered by the State Bar in his/her local district. At the conclusion of 2008 a total of 7 MCLE sessions were conducted serving approximately 170 individuals. Staff member Robert Hawley's "Ethics Jeopardy" was a very successful program wherever presented.
 - c. **Publication *Opening a Law Office*:** The State Bar formed a diverse committee consisting of 2 CYLA Board members and members of the Solo Small Firm and Law Practice Management & Technology sections to oversee and contribute to the completely revised and expanded edition of CYLA's publication "Opening A Law Office." The new publication "The California Guide to Opening and Managing a Law Office" was completed in December 2008 and began shipping in January 2009.
 - d. **Disaster Support:** CYLA coordinates with ABA/YLD FEMA training sessions and information gathering. ABA/YLD representative and State Bar staff worked together on the October 2007 and November 2008 wildfires and established a hotline for access by fire victims.

3. Measurement of program success: Success was measured by the number of programs produced, the number of attendees and positive comments received about the MCLE programming. Attendance at each program offered at the Annual Meeting was:
 - a. "Opening a Law Office":
 - i. Registrants: approximately: 80
 - ii. Evaluation forms returned: 20
 - iii. Overall evaluation rating: between 5 and 1 (5 being the highest) Program Content=3, Panelists=3

 - b. "Deposition Bootcamp":

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- i. Registrants: approximately 80
 - ii. Evaluation forms returned: 30
 - iii. Overall evaluation rating: between 5 and 1 (5 being the highest). Program Content=5, Panelists=4.5 *Note:* The evaluation was positive such that the 2008-2009 MCLE Committee is considering hosting an advanced version of "Deposition Bootcamp".
4. Changes to direction and desired outcomes:
- a. In regards to offering MCLE programs jointly with local Barrister groups, each district representative will be encouraged, rather than mandated, to reach out and organize such an event.
 - b. No other changes to direction for the other activities.

OUTREACH:

1. How activities furthered completion of CYLA's charge:
 - a. Stimulate and encourage interest in State bar programs and activities.
2. Measurable accomplishments achieved or not achieved:
 - a. **Swearing-in ceremonies:** CYLA Board members attended all but 3 of the swearing-in ceremonies that were held in December 2007 and June 2008. During the ceremonies, Board members distributed CYLA materials and in some instances spoke to the new admittees either individually or as a group. To reach all, rather than a very small percentage of newly admitted attorneys who attend the swearing in ceremonies (80-200 on average per ceremony), CYLA sends a mailing to all newly admitted attorneys following the ceremonies.
 - b. **Connection to ABA/YLD Resources:** ABA/YLD district representatives also served on the Board of CYLA. Finally CYLA will continue to send a Board member to 2 ABA meetings (Annual and fall or spring).
 - c. **E-newsletter:** CYLA produced 2 editions of the scheduled 4 e-newsletters in 2008. Recognizing that maintaining an editorial schedule with contributions primarily from volunteers was difficult. In 2009, a member of the Media Services staff will publish the quarterly e-newsletter. CYLA will continue to be responsible for sending content recommendations.
3. Measurement of program success: Success is measured by the number of young and new attorneys reached, the number of new volunteers for committees, increased web site access and phone calls to staff regarding CYLA opportunities, and increased number of CYLA Board candidates. Swearing-in ceremonies reached approximately 3500 new lawyers and 350 new lawyers were added to the e-news listserv. The e-newsletters sent in February and April of 2008 were distributed to 3,195 young lawyers throughout the state. The publishing schedule was not met because the Committee did not meet often or regularly enough to generate the enthusiasm and energy necessary for the successful management of this Committee, and tasks were not sufficiently delegated.
4. Changes to direction and desired outcomes:
 - a. Better access to CYLA members' e-mail addresses would enable CYLA to reach a wider audience and more effectively serve its membership.
 - b. To insure that the quarterly publication is on schedule, a member of the State Bar's Media Services staff will publish the e-newsletter.

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PRO BONO:

1. How activities furthered completion of CYLA's charge:
 - a. Stimulate interest in activities and programs designed to increase access to justice.
 - b. Assist in the improvement and coordinate of young lawyers organizations statewide.
 - c. Promote interest of new lawyers by keeping them informed of current issues in the profession and assessing additional needs and interest of new lawyers.

2. Measurable accomplishments achieved or not achieved:
 - a. **Jack Berman Award:** CYLA presented the annual Jack Berman Award of Achievement to Natalie Prescott. The board received 8 highly qualified nominations and made its selection following guidelines articulated in the Jack Berman Summary Award Process. The recipient was honored at a ceremony at the 2008 State Bar annual meeting. CYLA formalized the Guidelines for Nomination and Selection of Berman Award Recipient and adhered to them in the selection of the 2008 recipient.
 - b. **Pro Bono Work Facilitation:** Number of programs participating and the number of attendees taking pro bono cases as a result of the facilitation by CYLA. Tracking how the volunteers heard of the programs and keeping a record of cases taken by volunteer name has not been done throughout the past year due to changes in CYLA leadership who spearheaded this project.
 - c. **Foster Child Advocacy Training:** Pursuant to the 2007-2008 State Bar President's request, CYLA selected 2 organizations – one in northern California and one in southern California – with which to partner and establish pilot programs for pro-bono foster child advocacy: The Marin Advocates for Children (MAC) "Lifelong Connections" program in Marin County and the San Diego Volunteer Lawyers Program (SDVLP) in San Diego. CYLA requested and received a \$5,000 grant from the State Bar Foundation for the purpose of sponsoring and organizing two training sessions for each program in 2008.
 - i. Marin County: The Marin training session occurred April 2008. In addition to CYLA volunteers, MAC staff, and keynote speaker, State Bar President Jeff Bleich, seven volunteers attended the training session and signed up to act as "Lifelong Connections" volunteers. Due to delays in receiving case files from Social Services, MAC elected to delay a second training session until the initial group of volunteers is assigned case files
 - ii. San Diego County: The initial San Diego training occurred in April 2008. The December 2008 SDVLP report indicates that 14 persons attended the training and eight attorneys have signed up to volunteer.

3. Measurement of program success:
 - a. **Jack Berman Award:** Increasing the number of nominations submitted for selection increasing from the previous year and the quality of these nominations.
 - b. **Pro Bono Work Facilitation:** Number of programs, which are participating and number of attendees taking cases pro bono as a result of the facilitation by CYLA. Tracking how the volunteers heard of the program and keeping a record of cases taken by volunteer name.
 - c. **Foster Child Advocacy Training:** Continuing to work with the two existing programs to open channels and connect volunteers with foster youth in need. Possibly include more training sessions – and also include working with social service agencies and the courts to facilitate the volunteer services.

LONG RANGE PLANNING AND LEADERSHIP DEVELOPMENT:

1. How activities furthered completion of CYLA's charge:
 - a. Stimulate interest in activities and program designed to increase access to justice.

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- b. Offer encouragement and assistance to new members of the Bar in assuming their responsibilities before the Bar
 - c. Assist in the improvement and coordinate of young lawyers organizations statewide.
 - d. Promote interest of new lawyers by keeping them informed of current issues in the profession and assessing additional needs and interests of new lawyers.
2. Measurable accomplishments achieved or not achieved:
- a. **Long-range planning and leadership development:** Participated in discussions regarding CYLA at the Board of Governors' planning session in January 2008. Involved 1 CYLA Board member in the LPMT section, who served as a liaison on a path to become a member of the Section's 2009 Executive Committee. The CYLA president is now a member of the LPMT Executive Committee.
3. Measurement of program success:
- a. **Long range planning and leadership development:** Number of CYLA Board members who were trained in long range planning/strategic planning process and implementation of State Bar's strategic planning cycle; preparation of a long range plan. Number of board Members acting as liaison with sections.
4. Changes to direction and desired outcomes:
- a. CYLA is developing an outreach campaign to attract motivated candidates to submit appointment applications for service in 2009-2010. There continues to be discussions about how to best integrate CYLA Board members into section leadership.

COST OF PROGRAM AND REVENUE GENERATED

The 2008 operational cost for the CYLA Program was \$66,419, which included staffing costs of \$43,282. The revenue generated in 2008 totaled \$2,674. The net cost of the CYLA program was \$63,745.

Additionally, CYLA received a \$5,000 grant from the California Bar Foundation to support their "Young Lawyers for Youth Program." A total of \$210 was spent from this \$5,000 and the remaining amount has been approved for rollover into the 2009 CYLA budget.