

Snohomish County Bar Member Newsletter



Judicial Evaluation Results



Hon. Anna G. Alexander, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.4	4.66	4.49	4.35	4.48
Median	5	5	4	5	4
Hon. George F. Appel, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.28	4.58	3.9	4.02	4.17
Median	5	5	4	5	4
Hon. Marybeth Dingley, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	2.96	3.05	3.96	3.88	3.32
Median	3	3	4	4	3
Hon. Migel M. Duran, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.27	4.11	4.49	4.38	4.38
Median	5	4	5	5	5
Hon. Millie M. Judge, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	3.61	3.76	3.7	3.57	3.59
Median	4	4	4	4	4
Hon. Jennifer R. Langbehn, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.36	4.47	4.64	4.49	4.45
Median	5	5	5	5	5
Hon. Cindy A. Larsen, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	3.57	3.69	3.69	3.69	3.73
Median	4	4	4	4	4
Hon. Karen D. Moore, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.13	4.06	4	4	4.1
Median	5	4	5	5	5
Hon. Patrick M. Moriarty, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	3.83	3.92	3.61	3.83	3.8
Median	4	4	4	4	4
Hon. Edirin O. Okoloko, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.11	3.64	4.43	4.17	4.13
Median	5	4	5	5	5
Hon. Richard T. Okrent, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	3.93	4.11	4.02	4.14	4.02
Median	4	4	4	4	4
Hon. Whitney M. Rivera, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.45	4.46	4.63	4.45	4.45
Median	5	5	5	5	5
Hon. Jon T. Scott, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.16	4.43	4.24	4.02	4.09
Median	5	5	5	5	5
Hon. William C. Steffener, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	3.21	3.56	3.51	3.5	3.33
Median	3	4	4	3.5	3

Inside this issue:

Judicial Evaluation Results - 1

CLE Announcements - 4

WWL Working Wardrobe - 5

Campaign for Equal Justice - 8

Volunteers Needed for Senior Wills Clinic - 9

Co-Parenting through Technology - 23

Bar Calendar

SCBA Board Meetings, 5:00 PM

January Board Meeting Date:
01/15

[Annual Meeting 01/29](#)

<https://buy.stripe.com/aFaaEWcH6ceK4wdgW983C07>

Hon. Paul W. Thompson, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.2	4.3	4.31	4.24	4.18
Median	5	5	5	5	5
Hon. Bruce I. Weiss, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.41	4.44	4.09	4.42	4.36
Median	5	5	4	5	4.5
Hon. Joseph P. Wilson, Snohomish County Superior Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	2.94	3.14	2.34	2.7	2.82
Median	5	5	4	5	5
Comm. Susan E. Harness, Snohomish County Superior Court Commissioner					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.14	4.34	4.25	4.21	4.25
Median	4	5	4.5	4.5	4.5
Comm. Ian M. Johnson, Snohomish County Superior Court Commissioner					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.57	4.61	4.7	4.61	4.65
Median	5	5	5	5	5
Comm. Soloman S. Kim, , Snohomish County Superior Court Commissioner					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	3.72	3.54	4.34	4.17	3.87
Median	4	4	5	5	4
Comm. Melissa J. Kirkley, Snohomish County Superior Court Commissioner					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.06	4.09	4.03	4.17	4.09
Median	4	4	5	5	4
Comm. Lisa M. Micheli, Snohomish County Superior Court Commissioner					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.02	4.11	4.02	4.02	4.07
Median	4	4	4	4	4
Comm. Nicole M. Wagner, Snohomish County Superior Court Commissioner					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4	4.02	4.09	4.09	4.09
Median	4	4	4	5	4
Hon. Rachelle D. Francis, Cascade Division District Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	4.32	4.28	4.74	4.37	4.42
Median	5	5	5	5	5
Hon. Jennifer J. Rancourt, Cascade Division District Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	3.85	4.2	3.22	3.69	3.69
Median	5	5	4	4.5	4.5
Comm. Jennifer W. Millett, Cascade Division District Court Commissioner					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	3.44	3.59	3.53	3.31	3.41
Median	4	4	4	4	4
Hon. Tam Bui, Everett Division District Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	2.63	2.87	3.29	3.09	2.91
Median	2	3	4	3	3
Hon. Anthony E. Howard, Everett Division District Court Judge					
	Decision Making	Efficiency	Demeanor	Impartiality	Overall
Average	3.71	3.95	3.13	3.34	3.45
Median	5	5	4	4	4

Hon. Rick S. Leo, Evergreen Division District Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	3.81	3.44	3.57	3.78	3.71	
Median	5	4	4	5	5	
Hon. Patricia L. Lyon, Everett Division District Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4.23	4.46	4.42	4.28	4.38	
Median	4	4	4	4	4	
Hon. Matthew Baldock, South Division District Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	3.73	3.91	3.91	3.36	3.73	
Median	4	4	4	4	4	
Hon. Beth A. Fraser, South Division District Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4.27	4.1	4.65	4.45	4.4	
Median	5	5	5	5	5	
Hon. Jeffrey D. Goodwin, South Division District Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4.07	4.3	3.56	3.74	3.85	
Median	5	5	4	4	4	
Hon. Neil Weiss, Edmonds Municipal Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	3.87	4.13	4.06	4	3.93	
Median	4	5	5	5	5	
Hon. Amy Kaestner, Everett Municipal Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4.83	4.92	4.85	4.83	4.83	
Median	5	5	5	5	5	
Hon. Remy S. Leonard, Everett Municipal Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4.33	4.42	4.42	4.33	4.33	
Median	5	5	5	5	5	
Comm. Adam Yanasak, Commissioner Everett Municipal Court						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4.5	4.5	4.5	4.5	4.5	
Median	5	5	5	5	5	
Hon. Valerie Bouffiu, Lynnwood Municipal Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4.13	4.27	4.06	4	4.06	
Median	5	5	5	5	5	
Comm. Robert Grant, Lynnwood Municipal Court Commissioner						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	3.21	3.21	3.33	2.93	3.14	
Median	3	3	4	3	3	
Hon. Fred L. Gillings, Marysville Municipal Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4.37	4.42	4.58	4.32	4.42	
Median	5	5	5	5	5	
Hon. Lorrie C. Towers, Marysville Municipal Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4	4	4.23	4	4.08	
Median	4	4	5	4	5	
Hon. Jessica K. Ness, Monroe Municipal Court Judge						
	Decision Making	Efficiency	Demeanor	Impartiality	Overall	
Average	4	4.14	4.25	4.13	4	
Median	4	5	5	4	4	

CLE Announcements

Upcoming TEDRA CLE

The TEDRA CLE has been postponed to January 30th due to adverse weather conditions affecting membership participation opportunities last year.

Where: Robert J. Drewell Bldg. (Skykomish Room AKA Public Meeting Room 1)

When: 9 am -3:30 pm on January 30th.

NOTE: This CLE is not subject to the CLE Pass system as it was arranged for 2025.

TRIAL COLLEGE 2026

Sponsored by: Family Law Section

Dates: January 23, 24, and 25

Location: Deno Millikan Law Firm

CLE's:15 CLE credits upon approval



SCBA Team

Cynthia Daste' Executive Director
Gregory Altringer Office Manager

Snohomish County Bar Assoc. Board of Trustees

Danielle Pratt President
Vice President
Michael Lang Treasurer
Aimee Trua Secretary
Alison Sheets Young Lawyers Division

Amanda Effertz Jenna Lieske
Aaron Shields Daniel Ehrlich
Rachel Hamar Jennifer Coombs
Chelsea Sayles Elizabeth Minish

About Bar News

All editorial material including editorial comment appearing herein represents the views of the respective authors and does not necessarily carry the endorsement of the Association or the Board of Trustees. Likewise, the publication of any advertisement is not to be construed as an endorsement of the product or service offered unless it is specifically stated in the ad that there is such approval or endorsement.

Bar News is published monthly by Snohomish County Bar Association, P.O. Box 5429, Everett, WA 98206.

Ads, articles, announcements and changes of address all go to service@snohar.org. Submissions are due by the 15th of the month.



Join Me in Leaving a Legacy of Justice

“ As a fifty plus year member of WSBA, there was no question in my mind about joining the Justice Society and naming the Endowment for Equal Justice in my will. I want to make sure that people who need legal representation at critical times in their lives can access it, no matter how meager their resources. The Endowment is working to take some of the stress out of their lives with civil legal aid. The Endowment provides support in perpetuity for the Legal Foundation of Washington in making our communities more equitable places to live, work and raise a family. Please join me. ”



— **DICK MANNING,**
EEJ Justice Society Member since 2003

ENDOWMENT for
EQUAL JUSTICE

The only sustainable fund for
civil legal aid in Washington.

LFW
LEGAL FOUNDATION
OF WASHINGTON



legalfoundation.org/endowment



annie@legalfoundation.org

Proposed By-Laws

BY-LAWS OF THE SNOHOMISH COUNTY BAR ASSOCIATION

The purpose of the Snohomish County Bar Association is to:

- (a) Provide a means of exchange of information of interest to its members.
- (b) Provide substantive legal education through speakers, CLE courses, and other programs.
- (c) Provide social opportunities for members to interact with each other and with members of the local Snohomish County Bench.
- (d) Promote professionalism, service to the public, and furtherance of Bench relations
- (e) Performs all other activities that enhance the practice of law in Snohomish County.

ARTICLE 1. MEMBERSHIP

Section 1. Qualifications for Voting Membership: Any person licensed to practice law by the Supreme Court of Washington shall be eligible for voting membership who: (1) resides in Snohomish County or maintains an office therein; (2) is not disbarred, currently suspended, or placed on temporary suspension by the Washington State Bar Association; and (3) is current in Snohomish County Bar Association dues. The Board reserves the right to revoke, suspend, deny, or terminate membership for just cause.

Section 2. Application and Acceptance for Regular Members: Application for membership shall include the date the candidate was licensed to practice law in the State of Washington, together with the candidate's place of residence and location of office. The Executive Director of the Association shall act upon each application with review by the Board of Trustees if there is a question of eligibility.

Section 3. Non-voting Membership: The Board of Trustees may provide for differing categories of non-voting memberships.

Section 4. Non-Attorney Membership: Non-attorneys apply for non-voting membership to the Association upon written application to include Business name, address and contact information and classification of limited membership.

Section 5. Benefits of Membership: The Board of Trustees shall maintain and advertise the benefits of membership as established and offered through the Association website and in the Association office. Benefits of membership shall be set by the Board of Trustees from time to time, and shall include: (1) the opportunity to attend twelve (12) CLE credits for general membership upon the member's purchase of a separate CLE pass for the year (this is separate from any CLE's offered by any section membership CLE's, not CLE credits offered by Sections) each year; (2) periodic judicial evaluations; (3) periodic bar polls for open legal positions to the bench or on the ballot; (4) access to the Association office in Snohomish County Superior Court; and (5) periodic newsletters and email notifications regarding relevant legal operations in the county, and periodic social events and activities for members.

ARTICLE II. CLASSES OF LIMITED MEMBERSHIP

Section 1. Honorary: The Board of Trustees may confer honorary membership upon any member of the Association or upon persons of distinction who are members of the bar of any county or state. Honorary members shall be exempt from dues and shall be accorded all rights and privileges of non-voting members.

Section 2. Life: Any regular member who has reached the age of 70 years shall be eligible to become a life

member upon application and shall be exempt from further dues and shall be accorded all rights and privileges of voting members.

Section 3. Associate: Individuals shall be eligible for associate membership if they meet the eligibility requirements for regular membership except for the requirement of residence or employment within the county. Associate members shall be accorded all rights and privileges of non-voting members.

Section 4. Student. Individuals shall be eligible for student membership under the following circumstances: (1) while they are enrolled as a student at a law school in the State of Washington and they reside, or are employed in Snohomish County; and/or (2) if they are enrolled in the law clerk program established by Rules 6 or 9 of the Admission to Practice Rules adopted by the Washington Supreme Court. Student members are non-voting members which shall be exempt from dues and membership shall be limited to participation in association events, access to association facilities, participation in Young Lawyer membership, and participation in association mailings.

Section 5. Judicial Members: Individuals who are elected or appointed to a judicial position within the county, or who reside within the county and hold a judicial position outside the county are eligible to be judicial members. Judicial members shall be exempt from dues and shall be eligible to participate in judicial candidate preference polls and evaluations.

Revision January 30, 2025

Section 6. Limited License Members: Individuals who are granted a limited license by the Supreme Court of Washington to practice law as a Limited Legal License Technician or Limited Practice Officer shall be eligible for limited non-voting membership who: (1) reside in Snohomish County or maintain an office therein; and (2) who is not disbarred, currently suspended, or placed on temporary suspension by the Washington State Bar Association. Limited License Members shall be accorded all rights and privileges of non-voting members except that the SCBA shall not be responsible for ensuring that the 12 free CLE credits offered to regular members qualify for CLE credits for limited practice licenses.

Section 7. Business Members: Individuals or organizations that wish to join the association as a non-voting member may apply for membership by submitting to the association their name, contact information and statement of interest. Business members shall be non-voting members and membership shall be limited to participation in association events, participation in association mailings and access to advertising services through the association.

ARTICLE III. DUES

Section 1. Amount of Dues: The Board of Trustees of the Association shall set annual dues for the following year no later than the regularly scheduled November board meeting. In setting the annual dues of the Association, the Board of Trustees shall designate for each class of membership the allocation between dues and membership services.

Section 2. Procedure of Dues Increase: If the Board of Trustees of the Association is proposing an increase in annual dues in any given year, the Board shall provide written notice in the regularly distributed newsletter of any proposed increase to the membership no less than thirty (30) days in advance of the regularly scheduled board meeting. Said notice shall include: (1) a copy of the motion to increase dues approved by the board for distribution to membership; (2) a copy of the current budget and financial statements of the Association; (3) the date, time and location of the board meeting for which the motion for proposed dues increase will be presented for a vote; and (4) the process for the membership to provide feedback. Any dues

increase exceeding twenty percent (20%) in any three-year period must be ratified by a simple majority of membership at the annual meeting or special meeting called pursuant to Article X, Section 3 of these Bylaws.

Section 3. Payment of Dues: Dues shall be paid on an annual basis and shall be invoiced to members for renewal on or before January 1 each year. Dues are payable on or before the first day of February for the membership year, which shall be February 1- January 31st. Any person who fails to be current in dues is suspended from membership until such dues are paid.

Section 4. Military Service: Members in full time active military service of the United States shall be exempt from the payment of dues.

Section 5. Resignation: Resignation from the membership shall be made in writing to the Board of Trustees.

Section 6. Waiver or Pro-ration: When, in its discretion, circumstances warrant, the Board of Trustees may waive or prorate dues upon written request.

Section 7. Public Service: The Board of Trustees, in its discretion, may authorize a sliding scale or reduced rate for renewal of membership by public service employees.

ARTICLE IV. BOARD OF TRUSTEES AND OFFICERS

Section 1. Number and Term of Trustees: A (12) twelve-member Board of Trustees shall govern the Snohomish County Bar Association. Each Trustee position shall run for a three-year term, with four position terms refreshing each year. If a Trustee fills an unexpired term vacated by the resignation by another Trustee, that partial term shall not be included in calculation of eligibility due to continuous terms. No Trustee shall be eligible for more than (3) continuous terms. Four (4) Trustees shall be elected on a rotating basis each year to serve for a term of three (3) years each. If a Trustee resigns prior to completion of their term, the Board of Trustees shall have power to fill the vacancies on the Board until the next regular Trustee election beginning in December each year. At that election, the vacancy shall be filled for the un-expired portion of the term in the same manner as described in Article IV, Section 3.

Section 2. Qualifications of Trustees: Any voting member who meets all qualifications set forth in Article 1, Section 1, is eligible for nomination as a Trustee.

Revision January 30, 2025

Section 3. Nomination for Trustees:

3.A Nominating Committee: The Board of Trustees may appoint a committee to nominate voting members for the open Trustee positions for the coming year.

3.B Annual Election: Trustee vacancies shall be posted in the November newsletter each year, for positions which will be open beginning in February the following year and for any vacancies caused by unexpired terms. Applications shall consist of a statement of interest and a resumé or other information explaining qualifications to be on the Board. If there are more applications and/or nominations pursuant to Section 3.1 above, than vacancies to be filled, the December Newsletter shall contain a balloting process for membership to vote for the open positions. The Board shall provide for a deadline for return of the ballots prior to the regularly scheduled January board meeting of Trustees. The candidates with the highest number of votes shall be elected as Trustees to begin their term on February 1 and shall be announced at the Annual Membership meeting. In the case of a tie vote, the winner shall be determined by a simple majority vote by all members attending the annual meeting. There shall be no proxy votes allowed.

Section 4. Duties: The Trustees shall carry out the purposes of the Association. The Trustee shall be responsible for attending monthly meetings of the Board of Trustees or communicate to the Executive Director in advance, requesting to be excused and providing any necessary reports to the Board.

The duties of a Trustee include:

- Be prepared to participate in Board meetings by reading the meeting materials sent with each meeting notice and following up on tasks assigned at Board meetings.
- Ensure the financial integrity of the Association through receiving reports from the Treasurer and acting responsibly on fiscal matters, including but not limited to maintaining spending within the approved budget of the membership.
- Attend annual planning sessions (to be scheduled between February and March each year) and participate in developing the Board's annual work plan.
- Serve as liaison to at least one committee, attending occasional meetings of the committee, reporting to the Board to keep it apprised of committee work and any problems they may be encountering; and keeping the committee aware of the Board's work as it affects the committee.
- Undertake at least one project per year on behalf of the Board that advances the work of the Association.

ARTICLE V. MEETINGS

Section 1. Board of Trustees: 1.A Board of Trustees: Generally, the Board shall have all powers and authority to take any and all actions not inconsistent with the Articles of Incorporation, these by-laws, and applicable law. 1.B. Meetings, Rules, Quorum: The Board of Trustees shall meet at regular meetings to be held at least once every other month on a schedule set by the Executive Committee and provided to the Board. Meetings are open to voting members and to invited guests. The date, time and location of each meeting of the Board shall be published in the Association newsletter and on the Association website. A Trustee may call a special meeting of the Board of Trustees at any time, subject to notice requirements in these bylaws, if applicable. A quorum consists of no fewer than two officers and three other trustees. Action taken at a properly called meeting where a quorum is not present may be valid if ratified at a subsequent properly called meeting at which a quorum is present. An e-mail or other electronic poll of the Trustees may be conducted to ratify an emergent financial expenditure or obtain emergent business decisions that cannot wait until the next regularly scheduled board meeting. There must be voting by a quorum of Trustees within 48 hours to achieve ratification. It is the responsibility of the Bar President to direct such a poll.

Section 2. Annual Meeting: The annual meeting of the Association shall be held at a place, and on a date in January of each year, to be selected by the Board of Trustees. Unless otherwise selected, the annual meeting shall be held on the last Friday of January of each year, the place and hour to be designated by the Board of Trustees.

The time and place of the annual meeting shall be announced in writing to each member at least 20 days in advance or in the official publication of the Association. The Board of Trustees and Executive Director shall determine the order of business at the annual meeting, which shall include a financial report and membership approval of the annual budget. The agenda and any supporting documentation shall be provided to membership via email no less than one week prior to the annual meeting. A quorum at the annual meeting of the general membership shall be 20 voting members to conduct the transaction of business.

Section 3. Special Meetings: Special meetings of the Association may be called by the President or by the Board of Trustees. The Secretary of the Association shall call a special meeting upon receipt of a written request of 5% of voting members specifying the purpose of such special meeting, but only if such purpose is consistent with the purposes of the Association as determined by the Board. The Board of Trustees shall determine the order of business at special meetings. A quorum at a special meeting shall be 20 voting members to conduct the transaction of business.

Section 4. Annual Budget and Expenditures: The annual budget of the Association must be approved by the Board of Trustees and presented to membership at the Annual Meeting. Any appropriations of the Association outside of the approved annual budget must be approved by the Board of Trustees, unless ordered by the membership by a two-thirds vote of the members at a special meeting called for that purpose; provided, however, that appropriations by any section of its funds shall not require the approval of the Board of Trustees if such appropriations have been previously approved by the section or committee and are not inconsistent with such policies as may be adopted by the Board. A section or committee shall provide to the Board or the Treasurer such financial or other information as may be requested about the operations of the section or division.

Section 5. Official Positions by Board of Trustees: In determining whether to take an official public position on a particular public issue, the Board of Trustees shall be guided by the following principles:

(a) The Board must be satisfied that the issue is one of substantial concern to lawyers and that the position of the Association on the matter would be useful to the public or to the legal community; and

(b) Where it appears to the Board that the issue is one on which members would desire an opportunity to express their views, the Board shall consider seeking an expression of views from the membership by whatever means appear appropriate and practical under the circumstances.

Section 6. Records of Proceedings: The Board of Trustees shall keep a record of its proceedings, which shall be available for inspection at the office of the Association or upon formal request of a member in good standing within five (5) business days of such request.

Section 7. Attendance at Board Meetings: If any Trustee has unexcused absence in three (3) regularly scheduled meetings of the Board of Trustees out of (6) six consecutive meetings, the Board, may by majority vote provide no less than thirty (30) days' notice to said Trustee of potential vote for removal after opportunity to be heard at the next regularly scheduled meeting of the board. If the Trustee does not respond or provide sufficient explanation for said absence, the Board may proceed to a vote for removal the Trustee from the Board which shall require a two-thirds majority to pass. If the Board takes such an action, there shall be a vacancy on the Board to be filled in accordance with Article IV, Section 1. Any action taken under this section shall be addressed in executive session of the Board of Trustees.

ARTICLE VI. EXECUTIVE OFFICERS

Section 1. Executive Officers: Generally, the executive officers of the Association shall be a President, Vice-President, Treasurer, and Secretary all of whom shall be elected annually by the membership as provided for in these by-laws at the annual meeting. There will be no proxy votes. Officers shall serve for a term of one year expiring January 31 of the year succeeding the one in

which they were elected. In the office of President, the Vice-President shall succeed to the office, or if the Vice-President is unwilling or unable to serve, the Treasurer shall succeed. All other vacancies shall be filled by appointment by the Board of Trustees, and all officers filling such vacancies shall serve until the next election for the office.

Section 2. Selection of Officers: At the December meeting of the Board of Trustees, the Trustees shall nominate a slate of executive officers from among the Trustees for the coming year, to serve in the offices of President, Vice-President, Treasurer, and Secretary which shall be presented to membership for election at the annual meeting. Nominations of other people who are Trustees may also be made from the floor during the annual meeting. The President shall be the previous year's Vice-President unless good cause dictates an alternate nomination from the board.

Section 3. President: The President shall be the chief executive officer of the Association, and, subject to the exercise of power by the Board of Trustees, shall have general control and direction of its affairs. The President shall preside at all meetings of the Association and of the Board of Trustees. The President shall, subject to the approval of the Board, appoint all standing and special committees and shall perform all duties ordinarily incident to the office, and shall recommend such action, as the President deems proper. The President shall:

Revision January 30, 2025

- Serve as chief spokesperson for the Association, although the communication of Association official positions can be delegated to others as appropriate.
- Attend monthly Board meetings, acting as chair for those meetings.
- Propose agendas for Board meetings, in conjunction with the Trustees, Executive Director or other staff.
- Ensure follow-up on Board decisions, e.g., correspondence regarding a position taken.
- Sign contracts and agreements on behalf of the Board.
- Plan for and chair the annual planning session; and develop a draft of the annual work plan for approval and use by the Board.
- Preside or host other meetings or events of the Association, such as the Swearing in Ceremonies.
- Write at least four separate Newsletter articles on topics of his/her choice for the SCBA Newsletter.
- Serves as the Board liaison to the Bench and membership.
- Respond to members' inquiries as needed.
- Appoint all committee chairs in advance of committee sign-up.
- Conduct an orientation for new Trustees.
- Assist the Finance Committee in developing an annual budget for the following year for Board approval, in consultation with other officers, Trustees and committee chairs.
- Perform the usual duties of a Trustee.

Section 4. Vice-President:

The Vice-President shall act as President in the absence of the President and shall perform such other duties as may be assigned to him or her by the President of the Board of Trustees. The Vice-President shall:

- Prepare him or herself for future leadership and their role as President the following year.
- The Vice President shall chair the CLE Committee and plan CLEs through April of the year following the expiration of the term of the Vice President and assist the incoming Vice President in overseeing those CLEs. The Vice President who is the chair of the CLE Committee shall attend the

CLE or shall designate a representative to chair each CLE. The person chairing the CLE will receive the appropriate reported CLE credit.

- Attend and participate in Executive Officer meetings which shall occur no less than quarterly, and problem-solving issues as they arise.
- Assist the Finance committee in developing an annual budget for the following year for Board approval, in consultation with other officers, Trustees and committee chairs.
- Participate in an annual planning session; and comment on a draft of the annual work plan for approval and use by the Board.
- Chair meetings in the absence of the President.
- Perform the usual duties of a Trustee.

Section 5. Treasurer: Subject to Article VIII, the Treasurer shall be responsible for the receipt, deposit, or investment of all funds of the Association; provided, however, the Treasurer of any section or division shall be responsible for the receipt, deposit, disbursement of investment of funds of any section or division established under Article VII, Section 2, to the extent, and according to the policies approved by the Board of Trustees. The Treasurer shall:

- Submit annually in the official publication of the Association a report of the monies received and expended amounts due to the Association and an estimate of the resources and expenditures for the ensuing year.
- Ensure the accounts of the Association are reviewed or audited annually by a Certified Public Accountant at the expense of the Association and report on findings.
- Provide monthly financial reports to the Board to determine how reserves should be invested.
- Attend and participate in Officers meetings, thinking through with other officers the board agendas and problemsolving issues as they arise.
- The Treasurer shall be the liaison for the committee working on the Primary Annual Event and with SCLS.
- Along with performing the usual duties of a Trustee.

Section 6. Secretary: The Secretary shall keep minutes of all Board of Trustees meetings and membership meetings. The Secretary shall perform such other duties as may be assigned by the President or the Board. The Secretary shall:

- Take minutes at Board meetings.
- Perform the usual duties of a Trustee.

Revision January 30, 2025

Section 7. Executive Director: The Board of Trustees may hire and assign duties to an Executive Director of the Association. The Executive Director shall be assigned duties and given such compensation as the Board of Trustees directs and shall serve at the pleasure of the Board of Trustees. The Executive Director shall oversee human resources, operations, and communications with the membership. In conjunction with staff the Executive Director oversees the content and distribution of the monthly Newsletter.

Section 8. Removal from Office: Any Officer (other than the Executive Director) may be removed from office for serious neglect of duty, or if the officer ceases to be eligible for membership in the Association. Before an Officer may be removed, the Board of Trustees must adopt a resolution stating the reasons justifying removal. The resolution shall specify a time and place at which the Board will meet to consider removal, which shall not be less than 14 days after the resolution is adopted. The Officer shall be given a reasonable opportunity to explain why removal is unjustified. If 2/3 of the entire Board agrees, the Board shall recommend to the Association that the Officer be

removed. The Board shall then call a special meeting of the Association in accordance with Article V,

Section 3. At that meeting, the Officer may be removed from office on a simple majority vote. Section 9. Past President: There shall be an officer on the Board of Trustees known as the Past President. It shall be filled by the immediate past president of the SCBA Board of Trustees. If the immediate past president's term on the trustees expires at the end of the presidential term, the Past President will be a non-voting member. The duties of the Past President are to advise the Officers and trustees. It shall be for a one-year term.

ARTICLE VII. COMMITTEES

Section 1. The Board of Trustees shall establish such standing and ad hoc committees as the Board determines are as needed. Lists shall be maintained of committee names, chairpersons, and members, and shall be maintained at the Association's office.

Section 2. The Board of Trustees shall provide written notice to all members of available committee positions in the Association's newsletter. Such notice shall advise members of the nature of the committee positions, and the time within which to submit a statement of interest for selection to the committee. From those interested in serving, the Trustees shall make appointments. Committees shall function in accordance with the directions of the Board of Trustees. They shall perform such duties and provide such reports as required by the Board of Trustees.

ARTICLE VIII. APPROPRIATIONS AND EXPENSES

Section 1. Appropriations: The Trustees shall make appropriations of the Association's funds for officers, committees', or other expenses. The Trustees may, by resolution, make provision for the signing of checks. Any liability incurred by any Officer or committee more than the appropriation authorized by the Trustees shall be the personal liability of the person incurring or authorizing the same and may be grounds for immediate removal by a majority vote of the Board of Trustees.

Section 2. Indemnification: The Association shall indemnify any Trustee, Director, Officer, or person who was or is a party or who is threatened to be made a party to any civil, administrative or investigative action, suit or proceeding by reason of the fact that he/she is or was a Trustee, Director or Officer of the Association or is or was, serving at the request of the Association as a Trustee, Director or Officer of another corporation, against expenses, including attorney's fees, judgments, fines and amounts paid in settlement, actually and reasonably incurred by him/her in connection with the action, suit or proceeding. The Association reserves the right to apply the above indemnification provision regarding criminal matters. The Association may at any time, approve indemnification of any other person including, but not limited to employees of the Association which the Association has the power to indemnify under the Washington Business Corporation Act and/or the Washington Non-Profit Corporation Act or other applicable law.

Notwithstanding the above, nothing herein shall eliminate or limit the liability of any person for acts or omissions that involve intentional misconduct by that person or a knowing violation of law by that person, for conduct violating RCW 23(B). 08.310, or for any transaction from which the person will personally receive a benefit in money, property, or services to which the person is not legally entitled.

Section 3. Insurance, Contracts and Funding: The Association shall maintain insurance, at its expense, to protect itself and any Trustee, Officer, Director, employee, or agent of the Association or another corporation, partnership, joint venture, association, trust, or other enterprise against any expense, liability or loss, whether or not the Association would have power to indemnify such person against such expense, liability or loss under the Washington Nonprofit Corporation Act or other applicable law. The Association may

enter into contracts with any Trustee or Officer of the Association in furtherance of the provisions of this Article and may create a trust fund, grant a security interest, or use other means, including, without Revision January 30, 2025 limitation, a letter of credit to ensure the payment of such amounts as may be necessary to effect indemnification as provided in this Article.

ARTICLE IX. JUDICIAL/PROSECUTING ATTORNEY ELECTIONS AND APPOINTMENTS AND JUDICIAL EVALUATIONS

Section 1. Whenever an appointment or an election for any judicial position to include commissioners or prosecuting attorney in Snohomish County is pending, the Board of Trustees shall determine by a simple majority vote whether to conduct a poll of the membership. In considering whether or not to conduct a poll of membership, the Board shall take into consideration: (1) requests of the current bench or elected official to conduct such a poll; (2) the time available to conduct such a poll; (3) the benefit to the public pursuant to the purposes of the Association; and (4) any other factor the Board deems relevant for consideration. If a poll is to be conducted, the procedure shall be as follows:

(a) Time permitting, the Association shall mail or email electronic ballots to each member of the Association eligible to vote listing all applicants who have filed or applied for the position. Each ballot shall instruct the members of the Association to vote in the following manner: If there are three or more candidates listed on the ballot, the member must vote for three candidates and rank each candidate in order of preference; if there are two candidates, the member must include a vote for each candidate and rank them in order of preference. In addition, regardless of the number of candidates, each member must rate each candidate in one of the following categories: Excellent, Good, Average, Unsatisfactory or Unknown. Any ballot, which fails to follow the outlined procedure, will not be counted as to the race for which the procedure was not followed.

(b) Ballots shall be submitted in one of the following manners:

1) The written ballot shall be filled out by the member but there shall not be any identification of the voting member on the ballot itself; the ballot shall then be placed in a sealed envelope marked "Ballot" that contains no identification from the voting member; the "Ballot" envelope shall be placed in another envelope on which the voting member must identify himself or herself by their printed name and their personal signature. The completed ballots shall be returned as specified in the ballot notice. The "Ballot" envelopes shall be removed from the outer envelopes by an impartial person selected by the Bar Association officers. Such person shall not forward or include any ballot for counting which has not been submitted in the prescribed manner; or

2) An electronic ballot shall be filled out by the member which shall require authentication as to the voting member prior to completing the electronic ballot itself. The electronic ballot itself shall contain no identification from the voting member, but the electronic ballot process must be able to limit or be able to confirm that each voting member has only completed the ballot once. No electronic ballot shall be accepted that does not conform to the requirements of subsection (a) above. The completed electronic ballot shall be tallied and accumulated pursuant to the approved anonymous ballot program. The electronic shall be submitted by the deadline identified with the electronic ballot.

(c) The written ballots shall be returned to the Bar Association by the time and in the manner specified in the balloting notice. Electronic ballots shall close at the time specified in the balloting notice. The written ballots shall be counted at a time and place previously announced and the

electronic ballot count shall be added to the written ballot count at the previously announced time and place. Each candidate shall have the right to observe and monitor the ballot counting process in person or by agent.

(d) The rank-ordered ballots shall be tabulated by a weighted ballot process; First place equals three votes; second place equals two votes; and third place equals one vote. Each candidate shall have the right to observe and monitor the tabulation process of any written ballots.

(e) Unless the total number of eligible ballots is less than ten percent (10%) of the membership, the Snohomish County Bar Association shall announce the results of the poll to the membership and the appointing body, if any, and may announce the results of the poll to the media in the following manner: The announcement shall clearly identify that it is a compilation of the preferences and opinions expressed by the individual members of the Association, rather than an official position of the Association itself; it shall identify all candidates, in order of preference, and the number of votes counted for each candidate; it shall report the number of responses each candidate received in each designated category and the number of lawyers responding to the poll along with the total number of eligible voting members of the Association. If there are fewer eligible ballots than ten percent

Revision January 30, 2025

(10%) of the membership for any open position, the announcement shall identify that there were insufficient ballots received to publish results.

(f) The results of the poll will also be made available to each candidate who may use such information at his or her discretion in the election or selection process.

Section 2. Every four (4) years, beginning in 2025, the Association shall hold judicial evaluations for superior court judges, district court judges, municipal court judges, and commissioners for the purpose of providing information and feedback to the bench as follows:

(a) The Board will submit the judicial evaluations to the general membership by September 15 of the designated year by written or electronic format, for participation by membership in the which shall conclude no later than October 15 with results be published in the November Bar newsletter.

(b) Each judicial officer shall be rated from 1 to 5 (1 being considered unsatisfactory and 5 being excellent) in the following categories: (1) decision-making; (2) efficiency; (3) demeanor; (4) impartiality; and (5) overall.

(c) If a member completing the evaluation does not have sufficient knowledge to rate a judicial officer, they shall identify that judicial officer as "unknown" and their evaluation shall not be counted as to that particular judicial officer.

(d) Unless the total number of eligible evaluations is less than ten percent (10%) of the membership, the Snohomish County Bar Association shall announce the results of the judicial evaluation to the membership in the November Bar newsletter. The results shall clearly identify that it is a compilation of the evaluations of membership and opinions expressed by the individual members of the Association, rather than an official position of the Association itself; it shall each judicial officer who received an evaluation from at least ten percent (10%) of the membership, and shall provide the average and median ratings in each of the categories listed in the evaluation. The results shall further identify each judicial officer who did not receive sufficient evaluations to publish results.

ARTICLE X. SCBA SECTIONS

1. DESIGNATION The Snohomish County Bar Association may authorize Snohomish County Bar Sections by application to the Snohomish County Board of Trustees. The Board of Trustees is authorized to create the section subject to the approval of the entire membership at the annual meeting. A Snohomish County Bar Section is designated as an interest group of Snohomish County Attorneys who have a desire to promote professionalism and education in a particular area or subsection of the law. The Executive Director shall maintain a list of all current sections. A section once established shall continue until discontinued as provided in these Bylaws, in the section bylaws or as determined by the Board of Trustees. .

2. BYLAWS Each section shall have bylaws consistent with these Bylaws. Section bylaws or amendments thereof shall become effective when approved by the Board of Trustees.

3. ESTABLISHING SECTIONS The Board of Trustees shall consider the establishment of a new section on its own motion or on a petition and report endorsed by proposed members of the section. The report shall show substantial compliance with the following requirements: (1) At least three (3) months prior to the meeting at which action upon the proposal is contemplated the proponents there of shall have filed with the Executive Director a statement setting forth: (a) The contemplated jurisdiction of the section, which shall be within the purposes of the Bar and not in substantial conflict with the jurisdiction of any existing section, standing committee or special committee, the continuance of which is contemplated after the section is established. (b) Proposed bylaws of the section, which shall contain a definition of its jurisdiction. (c) The names of the proposed committees of the section. (d) A proposed budget for the section for one year of its operation. (e) A list of members of the Bar who have signed statements that they intend to apply for Membership in the section. (f) A statement of the need for the proposed section.

Revision January 30, 2025

4. BUDGET Each section shall submit an annual budget request to the Board of Trustees.

ARTICLE XI. AMENDMENTS

These by-laws may be amended at the annual or any special meetings of the Association at which a quorum of the membership is present, but only by a vote of two-thirds of those present, and provided that ten (10) days notice in writing of the amendment shall have been given to the membership by the Secretary.

BERESFORD BOOTH

LAWYERS

Since 1946

Beresford Booth has proudly served clients throughout Snohomish County and the Pacific Northwest. With 21 lawyers and growing, we continue to serve from our home office in Edmonds and our newest location in Bothell. We offer a full range of services to clients including startups, large corporations, families and individuals. Our practical, creative and timely solutions help clients address their most important legal needs and solve their most complex challenges.



BERESFORDLAW.COM



(425) 776-4100

Snohomish County WWL presents YWCA's Working Wardrobe Program

Join us January 8th from 5:00-7:00pm at Beresford Booth (address below) for our drop-off party! Wine and appetizers will be served.

The YWCA Working Wardrobe is a unique clothing bank offering free, business appropriate attire to homeless or low-income women in need of clothing for interviews or new jobs. Drop off your unwanted clothing and accessories with WWL members. The YWCA accepts office-appropriate, reasonably fashionable clothes, accessories (hand bags, scarves, umbrellas) and shoes, and there is a specific need for large sizes.

If you miss the party, you can drop off items January 5-16 during business hours (8:30am to 5pm, Monday-Friday) at the following law offices:

**Beresford Booth
19125 N. Creek Pkwy, Suite 204
Bothell, WA 98011**

**Nunn Vhan & Lang
2707 Colby Ave, Suite 1204
Everett, WA 98201**

**Sullivan Law Group
2932 Hoyt Ave
Everett, WA 98201**

WAMS

WASHINGTON ARBITRATION
& MEDIATION SERVICE

WAMS is proud
to announce that

**Timothy
J. Farley**

has joined our
mediation &
arbitration panels.



For rates and scheduling, contact us
253.922.4140 • wams@usamwa.com
usamwa.com

EXPERIENCE
TENACITY
JUDGMENT
RESOLVE!



CHARLES S. BURDELL JR.



PARIS K. KALLAS



LARRY A. JORDAN



STEVE SCOTT



BRUCE HELLER



JOHN P. ERLICK



PALMER ROBINSON

JdR
Judicial Dispute Resolution, LLC

Joshua Green Building
1425 Fourth Ave. • Suite 300 • Seattle, WA 98101
206.223.1669 • jdrllc.com



36 McKinley Irvin Family Law Attorneys
Recognized in *The Best Lawyers in America*[®]
and *Best Lawyers: Ones To Watch*[®] 2026



SEATTLE | BELLEVUE | KIRKLAND | EVERETT | TACOMA | VANCOUVER | PORTLAND | mckinleyirvin.com

Judge Michael T. Downes (Ret.)

is pleased to announce his availability for Arbitrations and Mediations.

Carson Law Group, PLLC

Please contact Chloe Horner for
scheduling with Judge Downes:
chloe@carsonlawgroup.com

3113 Rockefeller Ave, Everett, WA
Tel: 425-493-5000
www.carsonlawgroup.com

Think of Civil Legal Aid for Your End of the Year Giving —Make an Impact, Support Justice By Ann M. Brice, Campaign for Equal Justice Snohomish County Representative

The Holidays are really upon us, although Costco and Lowe's have had Christmas decorations up since September!!! Maybe you have already started purchasing holiday gifts. I am not that far along. I haven't made my own wish list, let alone started picking out items for others.

But the end of the year is rapidly approaching. Now is the time to think about your end of year financial gifts. I am asking that you consider a gift to the Legal Foundation of Washington through its Campaign for Equal Justice and support justice and civil legal aid. The Legal Foundation is our state's largest private fundraiser for civil legal aid. The Campaign for Equal Justice is its yearly fundraiser and brings together attorneys, law firms and judges from across Washington to raise critical funds to provide free civil legal aid to low-income families and helps them solve civil legal crises and protect their rights. Unlike criminal cases, where a lawyer is guaranteed if you cannot afford one, individuals often face civil issues without an attorney with potentially like changing consequences. Civil issues include domestic violence, eviction, immigration and debt collections. Last year, the Legal Foundation funded more than 70 legal aid programs, including Northwest Immigrant Rights Project, TeamChild and our own Snohomish County Legal Services and Tulalip Foundation. Collectively, these programs have helped 30,000 families across the State gain access to legal support. Since 1984, the Legal Foundation, with its yearly Campaign for Equal Justice fundraising programs, has been ensuring justice is a reality for all people in Washington.

If you haven't already given, there are several easy ways to GIVE. First, you can go online to a secured giving site at www.legalfoundation.org. Second, you can give to the Legal Foundation when you renew your 2026 Bar Due. On your License Renewal Form, you can make an automatic charitable donation of \$75.00 to the Campaign for Equal Justice. Check off the box and you are done! Join with me—take a stand and invest in justice for all. Last year 292 Snohomish County attorneys and judges donated to the Campaign. Let's make it over 300 donors this year!!!

Supporting civil legal aid is part of the responsibility and privilege of being a member of the legal profession. When you give, you help ensure our justice system works for everyone!

And a Very Big Thank you to Everyone who have already given generously to the Campaign this year.

Volunteer Attorneys Needed for “Serving Our Seniors” Will Clinic

Interested in learning more about estate planning while performing a much-needed public service? Both experienced and new estate planning attorneys: please join us for Serving Our Seniors, a public service project brought to you by Snohomish County Legal Services.

New and young attorneys with an interest in estate planning work will be matched with experienced estate planning attorneys to interview clients and draft wills, advanced directives, and power of attorney documents for those aged 60 or older residing in HUD housing or living at 200% of the federal poverty level in the Snohomish County area.

When: Saturday, January 31, 2026

9:00–12:30 p.m.: Orientation and Clinics (each attorney will see approximately 3 clients)

Where: Snohomish County Legal Services, Everett, WA

To volunteer or for more information, please contact Kari Petrasek at kari@petraseklaw.com.



HILLARY ROBERTS-GRIFFITH
PARTNER

We protect what our clients value most.®

McKinley Irvin attorneys are known for their relentless pursuit of successful results, whether representing individuals in financially complex divorce or high conflict parenting disputes. But perhaps our most noted distinction is our steadfast commitment to protecting what our clients value most.



McKINLEY IRVIN
FAMILY LAW

**Court-Approved Parenting Classes in
Snohomish, Skagit, and Island Counties**



Realtime - Online - Interactive - Engaging

- Online registration and payment, (only \$ 60)
- Sliding Scale for low-income participants
- Meet the court's requirement in only one 4-hours class.



4.8 ★★★★★ 200 Google reviews



Tyler Beck
★★★★★ 20 weeks ago

I learned a lot during this parenting seminar and would definitely recommend joining it even if you think you don't need it

www.SuccessfulCo-Parenting.com

(360) 399-6429 (voice/text)

admin@SuccessfulCo-Parenting.com



legal@ricotessandore.com

RICO TESSANDORE

**FORMER INSURANCE DEFENSE ATTORNEY
WELCOMES YOUR REFERRALS**

**PERSONAL INJURY LITIGATION
SETTLEMENT GUARDIAN AD LITEM**

**SERVING WHATCOM, SKAGIT, SNOHOMISH, ISLAND COUNTIES
Licensed in Tulalip Tribal Court**

2707 Colby Avenue, Suite 901, Everett, WA 98201
19000 33rd Avenue West, Suite 100, Lynnwood, WA 98036
1200 Old Fairhaven Parkway, Suite 203, Bellingham, WA 98225



Helping Children Process their Emotions During Divorce and Separation A Monthly Resource for the Snohomish County Bar Association By Tio Jorge, Founder of Collaborative Parenting with Tio Jorge (CPwTJ)

As family law attorneys, you are architects of a family's legal and financial restructuring. Yet, the most profound and lasting impact of any divorce is its emotional echo in the lives of children. A child's ability to process the complex feelings of grief, anger, confusion, and divided loyalty will shape their well-being for years to come. Furthermore, a child struggling emotionally is often the source of post-decree conflict, from visitation refusal to behavioral issues that create friction between parents.

This article explores the critical role a parent plays as their child's "emotional guide" through the landscape of divorce. We will delve into a crucial distinction: how a parent can commit to collaboration with the child's needs, even when cooperation from the other parent is limited.

We will provide a framework for understanding how a single parent's commitment to de-escalation and emotional openness can create a safe harbor for their child, and we will offer practical insights that you can share with your clients to help them support their children, stabilize their family system, and ultimately create more durable, peaceful outcomes.

The Parent's Most Important Role: The "Emotional First Responder"

While you manage the legal proceedings, your client is on the front lines of their child's emotional experience. They are the "emotional first responders," the ones who must help their child navigate a world that has been turned upside down.



Family Law Mediation & Arbitration

Wayne Pellegrini

Third Street Mediation

PO Box 246

Silvana, WA 98287

360-386-2047

Mr. Pellegrini is an experienced family law attorney whose practice began in Seattle and has expanded to include continuous case actions in Snohomish, Whatcom, King County, Skagit and Island counties

WILLIAM R. SULLIVAN MEDIATION - 40/40

40 Years of Experience

40 Hours of Intensive Mediation Training by the AAML

Bill is an attorney at Mill Creek Law; has over 40 years of experience as a trial lawyer; is a Fellow of the American Academy of Matrimonial Lawyers; has completed 40 hours of intensive training in mediation through the Academy; and has been successfully mediating Family Law, Civil, Commercial and Estate cases for over 25 years.



MILL CREEK LAW
EXPERIENCE • COMMITMENT • SOLUTIONS



For scheduling, email Helga Watson at helgaw@millcreeklaw.com or call our firm at the number below. An informational letter with a resume is available upon request.

4220 132nd Street SE, Suite 201
Mill Creek, WA 98012

Phone: 425.332.2000 | Fax: 425.225.6810
www.millcreeklaw.com

Children experiencing divorce are not just sad; they are often managing a complex cocktail of emotions:

- Grief: Over the loss of their intact family unit and the life they knew.
- Anger: At one or both parents for the disruption.
- Confusion: About the logistics and the reasons for the change.
- Anxiety: About the future and their own security.
- Loyalty Binds: A painful feeling that loving one parent is a betrayal of the other.

A parent who is equipped to help their child process these feelings is not only supporting their child's mental health but is also engaging in powerful, preventative conflict management. A child who feels heard and validated is less likely to act out their distress in ways that fuel co-parental disputes.

Collaboration vs. Cooperation: Let's explore how Collaboration is more powerful than Cooperation
A common point of despair for clients is the feeling of being powerless when faced with an uncooperative co-parent. "How can I make things better if they won't work with me?" This is where understanding the difference between cooperation and collaboration becomes a game-changer.

Cooperation Requires Two. Cooperation is transactional. It involves two parties agreeing on logistics, sharing information, and working together on a specific task. If one person refuses to engage, cooperation fails.

- Collaboration Can Start with One. In the context of supporting a child, collaboration is a mindset and a unilateral commitment. A parent can choose to collaborate with the needs of the child, regardless of the other parent's behavior. This is a profound shift in perspective. It means committing to a process of creating an emotionally safe environment on their side of the bridge, no matter what is happening on the other side.

This unilateral commitment is not about being a doormat; it is a strategic, child-centered choice.

A parent who commits to this path decides: "On my watch, in my home, my child will have a safe space to process their emotions about this divorce without fear or judgment." This decision alone can fundamentally alter a child's experience of the divorce.

The Tools of Unilateral Collaboration: De-escalation and Openness

How does a parent collaborate with their child's needs when the other parent is still in conflict mode? They use two powerful tools to create an emotional "buffer zone" for the child.

1. The Effect of De-escalation: De-escalation is the parent's commitment to being the "emotional thermostat" for their household. It is the conscious choice not to participate in the conflict cycle.

- Modeling Regulation: When a parent receives a provocative text, they practice their own emotional regulation skills (like the 3-Step PAUSE) and respond calmly or not at all. The child witnesses a parent who is a source of calm, not chaos.



ROUND 2

WHEN THE DEFENSE WON'T STAY DOWN,
TAG IN PCVA FOR THE KNOCKOUT.



In the boxing ring that is the court of law, a victory is only the beginning of the fight. Oftentimes, opposing counsel will do whatever it takes to steal the win back, whether that means filing motions post-judgment or taking the case to the appellate level.

PCVA's Appellate Practice Group attorneys are skilled at taking on defendants for "round two." Their unique experience and know-how make

a great difference in successful post-trial procedures, motions, and judgment collections. They excel at developing strategies and will aggressively and fearlessly take on large corporations and insurance giants in complex appeals.

Post-trial and Appellate
Catastrophic Injury • Medical Malpractice • Sexual Abuse

800.349.PCVA

www.pcva.law



Seattle • 701 Fifth Avenue, Suite 4300 • Seattle, WA 98104
Tacoma • 909 A Street, Suite 700 • Tacoma, WA 98402
New York • 31 Hudson Yards, 11th Floor • New York, NY 10001

- **Refusing to Engage:** The parent makes a firm rule not to speak negatively about the other parent in front of the child. They do not use the child as a messenger or a confidant.

- **The Result:** This creates a sanctuary. The child learns that at least one part of their world is predictable and safe from adult conflict. This dramatically lowers their ambient stress level and frees up emotional energy for their own developmental tasks.

2. **The Power of Openness:** Emotional openness is the parent's commitment to making all of the child's feelings welcome. It is the direct antidote to loyalty binds.

- **Creating the "One-Roof" Rule:** The parent explicitly tells the child: "Under this roof, it is always okay to love and miss your other parent. You can talk about the fun you had with them. It is also okay to feel angry or sad about the divorce. All of your feelings are welcome here."

- **Using Validation Scripts:** Instead of correcting or dismissing a child's feelings, the parent learns to validate them.

- Instead of: "Don't be sad, you'll see Dad on Friday."

- Try: "It sounds like you're feeling really sad right now. It's hard to miss someone you love. I understand."

- **The Result:** The child is freed from the burden of having to manage their parent's emotions. They learn that their feelings are normal and acceptable, which is the foundation of healthy emotional processing and long-term mental health.

Your Role to further support your clients: Connecting Clients to Essential Training

These skills—emotional regulation, de-escalation, validation—are not intuitive. They are especially difficult for a parent who is simultaneously navigating their own grief, anger, and stress from the divorce. This is where training becomes essential.

As their trusted legal advisor, you can frame this not as therapy, but as strategic skill-building to protect their child and stabilize their post-divorce life.

- "The best thing you can do to support your child right now is to become an expert at helping them manage their big feelings. This is a skill you can learn. I recommend you connect with a parenting coach who can give you tools and scripts for these exact situations."

- "Even if your co-parent is not on board, the skills you learn can create a more peaceful environment for your child. This will make the entire process less stressful for everyone, including you."

By guiding your clients toward these resources, you empower them to take proactive, meaningful action that will benefit their child for a lifetime and reduce the likelihood of future legal disputes stemming from a child's unresolved emotional distress.



Genesis
LAW FIRM PLLC

MEDIATORS

\$260/hr.



WALTHEW
LAW FIRM

STANDING STRONG *for the* INJURED

SINCE 1930

Thank you for your Workers' Compensation referrals and the trust you put in us.

Walthew.com | Seattle & Everett | 206-623-5311 | Se Habla Español

Continued from Page 12

A Resource for Your Clients Facing This Challenge

Helping a child process the emotions of divorce is one of the most difficult and important tasks a parent will ever face. Our Successful Co-Parenting Program provides dedicated modules and coaching on this very topic.

- Court-Approved:** The official, required parenting seminar provider for Snohomish Superior Court since 2017, with acceptance in Skagit, Island, Grant, Walla Walla, Kitsap, and approved in King, Yakima, and various other counties in WA state

- Live & Interactive:** We teach skills like emotional validation and de-escalation in real-time via Zoom, allowing for Q&A and practice.

- Bilingual:** We offer separate class dates in both English and Spanish.

Help your clients become the safe harbor their children need. For dates, details, and registration, please visit: www.SuccessfulCo-Parenting.com



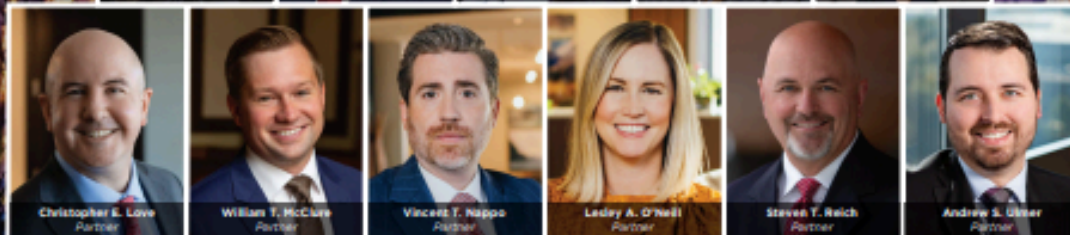
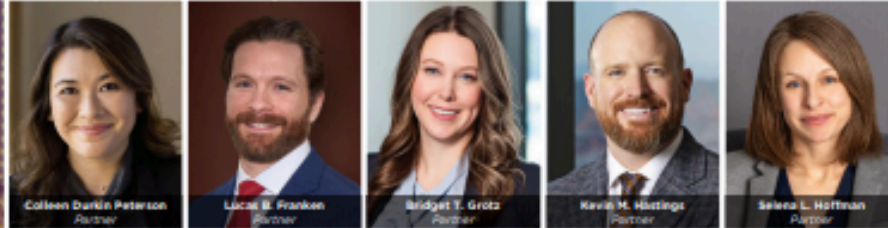
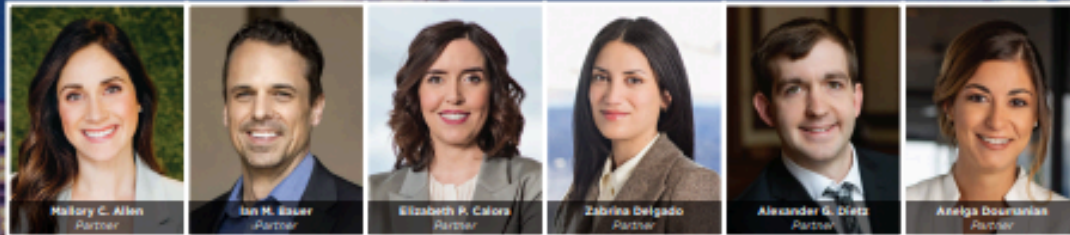
— PACIFIC —
MEDIATION

**James D. Shipman is now
conducting his mediation practice as
Pacific Mediation, P.S.**

- + Twelve years of mediation experience
- + Conducted over 1500 mediations in all aspects of family law
- + Thousands of decisions made as a pro tem commissioner or arbitrator on family law cases
- + Available for mediations in Snohomish, King, Skagit or Island Counties
- + A Fellow of the American Academy of Matrimonial Attorneys

james@pac-mediation.com | www.pac-mediation.com

Pursuing Justice. Changing Lives.



Sexual Abuse • Appellate & Post-Trial • Medical Malpractice
Serious Injury • Insurance Bad Faith • Wrongful Death

We appreciate referrals and welcome the opportunity to collaborate as co-counsel.

**PFAU COCHRAN
VERTETIS AMALA**
ATTORNEYS AT LAW

www.pcva.law

Seattle • 701 Fifth Avenue, Suite 4300 • Seattle, WA 98104
Tacoma • 909 A Street, Suite 700 • Tacoma, WA 98402
New York • 31 Hudson Yards, 11th Floor • New York, NY 10001

BREWE LAYMAN P.S.

Attorneys at Law



Family Law Attorney Position

Brew Layman P.S. is looking for a family law attorney. Very busy and organized practice. Excellent benefits/compensation package. Looking for superb attorney with at least 3 years family law experience. We need a reliable type "A" personality who can work with a team. Send resume/CV to Sabrina Layman or Ken Brewe.

SabrinaL@brewelaw.com

KenB@brewelaw.com



Bring a Seasoned Mediator to the Table

Kenneth E. Brewe

Facilitating settlements in family law matters from Mt. Vernon to Seattle. . . and everywhere in between.



206.971.5555 **Seattle**
425.252.5167 **Everett**
360.419.9191 **Mount Vernon**

BREWE LAYMAN P.S.

Attorneys at Law | Family Law

brewelaw.com

Visit brewelaw.com/mediation
or contact us for a brochure

The SCBA Lawyer Referral Service



The LRS is looking for new members to assist in making the legal system more accessible to the public.

We especially need attorneys who practice in the following areas of law:

Civil Rights

Internet Privacy

Labor and Industries/Workers Compensation

HIPPAA/Privacy

Social Security (all areas)

Taxation

Environmental

Landlord

Crypto/Blockchain

Any interested parties please contact Gregory Altringer at service@snobar.org

Thank
you!



SNOHOMISH COUNTY BAR ASSOCIATION

**Promoting professionalism, service to the public, furtherance of bench-
bar relations and other activities that enhance the practice of law in
Snohomish County.**