

**TPCBA LONG RANGE PLAN ADOPTED BY BOT 10-15-2013**

**Goal I: Enhance member benefits and programs**

Success: Increased membership and general feeling of satisfaction among members

**A. Achieve by improving communication**

Action Items	Next Steps	Responsibility	Time Frame	Comments
1. Improve TPCBA Website	Hire a professional to assist Create advisory committee	Exec. Dir.	w/in 1 year	Offer full free year of membership to new lawyers
2. Reach out to potential new members	Create new admittee matrix; attend swearing-in ceremonies	Board/President	6 month and continuing	
3. Membership Directory (paper and online)	Consult with web designer; coordinate YLS	Exec. Dir./President YLS	w/n 1 year	
4. Review format of Bar News, offer on line, in electronic format and paper; member program focus articles	Renew online circulation receipt offer Recruit article submissions from members	Bar News Editor; Editorial Advisory Board	w/in 1 year	

**B. Achieve by enhancing services that encourage relationships.**

Action Items	Next Steps	Responsibility	Time Frame	Comments
1. Maintain social events, including Lincoln Day, Lawyerpalooza, and Bar Convention	Continue to promote and encourage attendance at social events	Exec. Dir. /Board Event Committees	Ongoing	Consult and enlist help of those with institutional memory
2. Bring back War Stories lunch event	Coordinate date, promote	Board/event committee	w/n 1 year	
3. Maintain and enhance Bar Lounge	Renew lease and furnishings	Exec. Dir.	Ongoing	
4. Maintain and support quality and vigorous CLE committee	Select energetic and dedicated CLE committee chairs	President	Ongoing	
5. Develop mentorship plan	Create mentor volunteer list; protocols	YLS; Board	w/n 1 year	
6. Diversity Initiative	Outreach to minority attorneys, create advisory committee	President and Board of Trustees	Ongoing	Recruitment for leadership roles

**Goal II: Improve access to justice among the underserved in Pierce County.**

Success: Increase the number of attorneys providing pro bono services.

Achieve through TPCBA leadership taking a lead role in promoting and supporting the funding and delivery of volunteer legal services.

Action Items	Next Steps	Responsibility	Time Frame	Comments
1. Continue to support VLS Program	Board takes appropriate action as necessary	Board of Trustees	Ongoing	
2. Collaborate with Bar Foundation(s) to include increases to funding	Appoint an ad hoc group to develop a recommendation with pros and cons	Board of Trustees Bar Foundation VLS Director	TBD	
3. Implement the VLS 5 year plan	Implement VLS 5 year plan and specific target goals within it  Develop an action plan for encouraging pro bono service among members	VLS Committee; Board	w/n 3 years	

<b>Goal III: Promote Community Service and Involvement.</b>				
Success: Involve the TPCBA in meaningful and visible community service participation				
A Achieve through TPCBA leadership directly participating and encouraging support of key community outreach and service programs.				
Action Items	Next Steps	Responsibility	Time Frame	Comments
1. Reinstate law week activities, i.e., school outreach/talks, law clinics at the mall,	YLS and Board to explore options for: law clinic 'booths', school outreach, law talks, etc.	Board of Trustees/ YLS	w/n 1 year	Enlist help of members w/ institutional memory
2. Support charitable event opportunities	Develop means to identify opportunities Reach out to community organizations	Board of Trustees  Board of Trustees	w/n 1 year	Reach out to established org. such as, Crystal Judson Center, NW Habitat
3. Consider: a. Requiring each committee to do a public service project each year b. Co-sponsorship and participation with other organizations such as the Chamber of Commerce,	Develop proposals, as appropriate.  For co-sponsorship, consider a policy and criteria to guide the board.	Board of Trustees and Comm. Chairs	w/n 2 year	
B Achieve through creating awareness of member volunteerism and informing members of community service opportunities.				
Action Items	Next Steps	Responsibility	Time Frame	Comments
1. Create Webpage list ID organization members serve	Create criteria for mention and Webpage	Board	w/in 1 year	
2. Create Bar News –“in the news” section	Develop a model from other publications	Bar News Editor; Editorial Advisory Board	w/in 1 year	

**Goal IV: Provide information concerning the judicial system and judicial elections.**

Success: Providing objective and Informative ratings or rankings to our members and the public for evaluating elected judges.

A We will do this by having a Judicial Qualifications Committee and conducting surveys before elections.

Action Items	Next Steps	Responsibility	Time Frame	Comments
1. Consider amendments to JQC bylaws	Place proposed amendments on Trustee agenda; publicize to membership	Board of Trustees	w/n 6 months	JQC Comm. recs re proposed changes
2. Advocate for Improvement of Judicial System	Review the pros and cons of Court proposals for rules changes	Board of Trustees	Ongoing	

B We will do this by further developing our relationships with the Court and elected leaders to share information and improve court services.

Action Items	Next Steps	Responsibility	Time Frame	Comments
1. Identify and establish relationships with elected officials	Identify elected officials and positions	President	Ongoing	
2. Continue to invite judges and elected officials to events such as Law Day lunch and Lincoln Day	Include elected officials in invitation to events			

C We will do this by directly stating expectations for bar leadership to be involved and communicate on budgets and issues relating to the Courts.

Action Items	Next Steps	Responsibility	Time Frame	Comments
1. Amend Association Bylaws to make establishing/maintaining relationships w/ elected officials a duty of President	Draft proposed Bylaws Changes	Board of Trustees	w/n 6 months	
2. Support Court budgets consistent with public interest	Meet with judges and County Executive, and Pierce County Council	President	Ongoing	Collaborate with Family Law Section to address issues that impact families and children
3. Communicate with members				
4. Accountability				
5. Monitoring				