

SLD NEWSLETTER

MARCH 2021

We asked you for your comments and concerns in our first newsletter, and we got them. Thanks so much. We are addressing your suggestions and will report on our progress in this newsletter, both now and in the future.

Name the Newsletter: One of the things we heard about was the name we gave the newsletter last time. It had the potential to be offensive to some so we changed for this month. However, SLD Newsletter is sort of boring so we're asking you to come up with new names. We'll run all your suggestions in May's issue and then the Division members will vote on what we collectively think is best. Since our treasury balance is \$0.00, there's no prize, except pride of authorship for the title chosen. "A Senior Moment" will be on the list for those of you who liked it. Please email stephanie.austin@staff.azbar.org with your suggestions.

Mentoring: The State Bar of Arizona already has a Mentoring Advisory Group (MAG) which has two programs in existence. The first, One-to-One mentoring was on hiatus during the first part of the pandemic but is up and running now. The second, Lawyer Down the Hall, is operating now. Richard Davis, leader of this work group, attended the MAG meeting on February 3. He tells us that MAG is developing a marketing strategy to recruit more mentees. Don Powell will be our regular member of MAG from now on, with Thom Cope serving as the alternate.

We'd like to share the names of you all who volunteer for mentoring with that group, and to work on the trainings and on any CLEs we develop on the subject. We have had a really positive response from you all, wanting to be involved. We envision not only mentoring for Young Lawyers (and we're letting the YLD know of your interest in mentoring and in speaking), but also for those who may be changing practice areas or who may need to talk to someone about a particular area of the law that they may not practice usually.

If you'd like to have some more information on what it means to be a mentor, here's a link to a recent article and a link to a video:

<https://arizonaalumni.com/students-and-professionals-all-ages-why-you-should-find-career-mentor>

<https://vimeo.com/492557618/6349d7c336>

Pro Bono: This is another area which has generated a lot of volunteers. Those who emailed us after the last newsletter most likely received an email from Commissioner Dean Christoffel which included a list of approved legal service providers. If you volunteer with one of these organizations, you can practice even if you are retired, and you also get a break on both dues and CLE assuming you have the requisite hours of service. If you're looking to see whether the group with which you wish to volunteer is approved, the approved list includes the following:

- American Civil Liberties Foundation of Arizona
- Arizona Center for Disability Law
- Arizona Justice Center
- Arizona Legal Center
- Arizona Senior Citizen Law Project
- The Caritas Project
- Christian Legal Center of Tucson, Inc
- DNA-People's Legal Services, Inc.
- Florence Immigrant & Refugee Rights Project for Recognition
- Homeless Legal Assistance Project
- Legal Services for Crime Victims in Arizona
- Mohave County Public Defender
- Navajo-Hopi Legal Services Program
- Scharf-Norton Center for Constitutional Litigation
- Goldwater Institute
- Southern Arizona Legal Aid, Inc.
- Step Up to Justice and
- The William E. Morris Institute for Justice

Please read Rule 38 (d), Arizona Rules of the Supreme Court, to find out what you need to do to qualify for pro bono work if you are retired or inactive.

Commissioner Christoffel has sent a letter to all of the legal service providers asking that they tell us of their particular needs. We're hoping that we can help match the needs of the organization with the talents of our members.

Two particular issues have surfaced, both of which we're trying to resolve. The process of qualifying retired or inactive lawyers to practice pro

bono work can be slow, since there's a requirement that we be "in good standing". We're hoping to expedite that process. The second issue involves malpractice tail coverage for those retiring from private practice. All the legal services providers maintain malpractice insurance for you for your cases with them, but many malpractice insurers will drop your tail coverage even if you are working only on pro bono cases. We're working to find a way around this obstacle.

We've talked a lot about retired or inactive lawyers getting involved in pro bono work. We didn't mean to slight those who are still practicing. Many of you have already given thousands of hours to pro bono services. We want you to continue, and we would love to have any other members of the Senior Lawyers Division who are still working to join this important service to our profession and our communities. If one of the listed agencies doesn't pique your interest, please get in touch with the Arizona Foundation for Legal Services & Education for other opportunities.

Transition: Many, if not most, of the emails we received after the last newsletter were about transition. The bad news is that we're not equipped technical. The good news is we have a resource that can answer the technical questions. The Practice 2.0 program is designed specifically to help you with those pesky and important questions. to answer your technical questions about transition, such as what to do about malpractice insurance, although we will be able to – and want to – help you with those that aren't You reach the program by calling 602-340-7332 where a live person, Roberta Tepper, will steer you in the right direction of she can't answer your question on the slot.

There are a host of non-technical issues to about the process of moving to retirement and how to survive it. Those are areas where we can and will provide resources. We are asking those of you who already have gone through the process of retiring from the active practice of law to serve as transition support volunteers to those who are just transitioning or thinking of it. Your transition may be switching to a new area of practice or cutting back on your practice or retiring but moving to another job or just retiring with or without volunteering. We'll try to match the right advisors to those who want some assistance. If you're willing to be a transition support volunteer or would like to have such a person in your corner, you can contact the Practice 2.0 program. We're also providing you with information on things to consider as you transition. You can find links here:

Book on retirement/transition: *Get the Most Out of Retirement* by Sally Balch Hume. It is cosponsored by the ABA and AARP.

You can buy it from the ABA

<https://www.americanbar.org/products/inv/book/252178854/>

You can buy it from Amazon

<https://www.amazon.com/Get-Most-Out-Retirement-Checklist/dp/1634256514>

You can buy it from ABA through AARP (with a discount!)

<https://www.aarp.org/entertainment/books/bookstore/money-work-retirement/info-2016/retirement-book.html>

Article on transition: <https://www.wsj.com/articles/how-to-know-when-to-quit-your-job-11611507600>

Outreach: We are hoping to start having informal Zoom sessions for all senior lawyers either at noon or for a happy hour. If we get a good response, we'll plan on breakout rooms so you can chat with folks. Please let us know at sallybob75@comcast.net if this is something in which you'd be interested and whether you'd prefer a happy hour or a lunch meeting..

Kudos: This month our congratulations, somewhat belatedly, go to Karen Nygaard. Karen was selected as the recipient of the William E. Morris Pro Bono Service Award in April 2020. She would have been honored at the Arizona Bar Foundation luncheon at the bar convention but there was no convention. We're making sure she gets her well-deserved praise here. Karen has been a volunteer lawyer throughout her career. Even when she took a 16- year detour to serve on the bench in Pima County, she served on all the committees she could to develop ways to make the courts more accessible to those who couldn't afford lawyers. She also was a founding Board Member of Step Up to Justice, the privately funded pro bono service provider in Southern Arizona. (Southern Arizona receives government funds so it's not able to handle certain cases.). Karen was recognized by the Bar Foundation for her "extraordinary contributions....in making legal services available to persons who otherwise could not afford

them." Even in retirement, she's making sure people who need a lawyer are getting one. Congratulations, Karen!

Stories: This Division has a wealth of stories to tell and experiences to share so we're going to bring one to you every issue. The story for this issue is from Martin Gulbeth. He writes of his experience working with the Navajo Nation and how mentoring led to this work. Here is a link to the story;: <https://www.gb.law/news-and-insights/empowering-young-professionals-to-make-an-impact-my-experience-working-on-the-navajo-generating-station/>

Looking Forward: We plan to have a Senior Lawyers Division Event at the State Bar Convention, June 16-18 which will be virtual. We'll be bringing you more information in the May newsletter, so stay tuned.

We have received several questions on the differences in Bar status (active, inactive and retired) and how one can change status. We are looking into drafting an article on all of these areas for Division members.

In Memoria: We lost a member of our Executive Council for this Division when Mark Harrison died on January 11. Mark was a trusted advisor to clients, a mentor to many, a superb lawyer, a bar leader and a friend. Most of all he was a loving husband, father and grandfather. Our collective condolences go to his family.

And, finally, keep those cards and letters (and emails) coming. We want this to be your section and your newsletter. Please help us by sending comments and suggestions to either sallybob75@comcast.net or to walternashlaw@gmail.com In the meantime, check out the Senior Lawyers Division Digest on the Community page of the State Bar website if you haven't already done so. It's a great place to have a conversation with others in the Division.