



STATE BAR
OF WISCONSIN

The Bar Report

Executive Director's Report to the Board of Governors



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Happy
HOLIDAYS



Larry J. Martin
Executive Director

Advancing Our Mission

With the fall election behind us, it's critical to focus on bringing our state and nation together. Support for civic understanding, the role of our courts, and the rule of law will be essential to finding common ground. At the same time, we face significant challenges: many leaders in the legal profession and our communities are retiring, and residents across Wisconsin continue to struggle with access to justice.

Thanks to your past support, the Wisconsin Law Foundation is addressing these challenges. The Law Foundation is expanding grants for new lawyers serving underserved populations, engaging high school students in civics and the rule of law through the mock trial program, and cultivating a new generation of lawyer-leaders dedicated to their communities and the profession. We're also promoting innovative programs to strengthen the justice system.

As you plan your year-end charitable contributions, I hope you'll consider supporting the Wisconsin Law Foundation.

With annual support of every member, the Law Foundation will be well-positioned to advance civic understanding, leadership development, access to justice, and programming that enhances diversity and inclusion within the profession.

Thank you for your consideration, and best wishes for a happy, safe, and healthy holiday season. I hope you find time to relax, reconnect, and recharge. I look forward to continuing our work together to advance this important mission in the new year.

Thank you for your support, and as always, ever forward!

In Case You Missed My Columns in *Wisconsin Lawyer*[™]

- [Addressing the Rural Practice Shortage](#) (Oct. 2024)
- [Celebrating Our Nonresident Lawyers](#) (Nov. 2024)



Calendar of Events

In-person CLE Seminars/Events

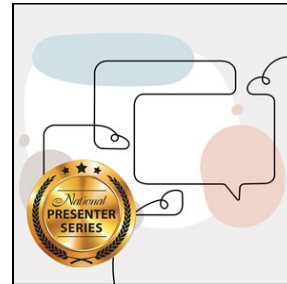
Webcast Replays



Annual Law Symposium
Dec. 12
State Bar Center



Confidentiality Online 2024
Runs various dates
Dec. 9 - Feb. 5



Speaking Effectively
Featuring Steve Hughes 2024
Runs various dates
Dec. 16 - Jan. 30



Effective Legal Writing
Dec. 13
State Bar Center

✦ Click on the thumbnail images to learn more.

2025 Board of Governors' Meetings

- **Feb. 28, 2025 (Friday)**
Virtual
- **April 11, 2025 (Friday)**
State Bar Center, Madison
- **June 18, 2025 (Wednesday)**
Monona Terrace, Madison



Advocate

We're Advocating for Justice, Clients, the Legal System and Profession

2024 Election Recap

Trump Returns, Baldwin Reinstated, and State Bar Plans More Advocacy

Donald J. Trump will return to the White House in January after winning all seven swing states, as voters across the country favored the former president over Vice President Kamala Harris. In Wisconsin, split-ticket voters reelected Democratic incumbent Sen. Tammy Baldwin, who defeated GOP challenger Eric Hovde. Both the presidential and Senate races were decided by about 30,000 votes, with around 3.4 million cast statewide.

In the state legislature, Republicans will retain majorities in both chambers, though with narrower margins. The Senate will likely return with 18 Republicans and 15 Democrats, a change from 22-11, while the Assembly GOP is expected to hold 54 seats to Democrats' 45, from a previous 64-35 split. Notably, 25% of the legislators sworn in this session will be first-time members. Initial legislative efforts will focus on the biennial budget through July, with broader policy discussions starting in September 2025 and running through spring 2026.

Drop in Attorney-Candidates

All attorney-candidates who ran for state legislative seats were elected, yet the legislature continues to see a drop in lawyer-lawmakers, with nine attorneys serving in 2025-26, down from 10 last session. Three will serve in the Senate (one Republican, two Democrats) and six in the Assembly (two Republicans, four Democrats). With fewer attorneys in the legislature, the State Bar plans to expand its engagement in legislative advocacy to ensure issues affecting the legal profession and access to justice receive focused attention.



For Wisconsin's House races, all incumbent Representatives retained their seats, with three Republicans, top from left, Reps. Bryan Steil, Derrick Van Orden, and Scott Fitzgerald and two Democrats including (bottom row, from left) Reps. Gwen Moore and Mark Pocan returning to Congress.

Spotlighting Lawyer Advocacy in Lawmaking

On Oct. 23, the State Bar of Wisconsin partnered with several local and affinity bars to host “Lawyers and the Legislature: From the Courtroom to the Capitol.” This event, which focused on the fall election and the role of lawyers in legislative advocacy, featured lobbyists Cale Battles and Lynne Davis, along with Rep. Evan Goyke (D-Milwaukee), who is among the handful of lawyer-legislators remaining.

Discussions covered the State Bar’s advocacy work, election races to watch, and Goyke’s insights into the legislative process. Special thanks go to the Milwaukee Bar Association for hosting and to the Wisconsin Association of African American Lawyers, Wisconsin Asian American Bar Association, Wisconsin Hispanic Lawyers Association, Milwaukee Young Lawyers Association, and the Association of Women Lawyers (southeastern Wisconsin chapter) for their support.

New Year, New Advocacy

Starting Jan. 1, 2025, the State Bar’s Advocacy team invites you to kick off advocacy efforts at the Capitol and in your communities. We’re available to help organize meetings with legislators for local and affinity bars, firms, and legal groups. Look out for emails that detail upcoming meetings where you can introduce yourself to your state lawmakers, along with an action alert on increasing state funding for civil legal aid.

You can review the State Bar’s [priority policy positions](#) and the [Advocacy Network Grassroots Toolkit](#) on WisBar.org to enhance your legislative advocacy skills. We encourage Board of Governors members to share these materials with State Bar constituents and reach out with questions or ideas by contacting [Devin Martin](#), State Bar grassroots coordinator.



Educate

We're Developing Skilled Legal Professionals

Professional Development: PINNACLE Book Highlights

PINNACLE[®] books recently updated the following titles:

- **[Wisconsin Governmental Claims and Immunities Handbook](#)**: This popular resource compiles essential government immunity statutes, covering immunity, notice procedures, and the Federal Tort Claims Act. *Thanks to contributing authors Corey F. Finkelmeyer, Samuel C. Hall Jr., and Timothy M. Johnson.*
- **[Termination of Parental Rights and Adoption](#)**: Tailored for lawyers, judges, paralegals, and human services providers, this book includes tools for supporting clients through adoption. It features an overview of voluntary TPR and adoption law, questions for birth and adoptive parents, property procedures in involuntary TPR cases, a checklist for court and agency responsibilities, and guidelines for the Indian Child Welfare Act. *Special thanks to Matthew W. Giesfeldt and Judith Sperling-Newton, author of the first and second editions.*
- **[Wisconsin Judicial Benchbook Vol. III: Family](#)**: Widely used by courts, this general guide covers essential family law cases. It includes child support calculation tables, QDRO language models, enforcement review hearing timelines, a grid for determining the respective rights of parties in visitation disputes, and guardian ad litem guidelines. *Thank you to the Family Benchbook Committee authors.*
- **[Drafter's Guide to Wisconsin Condominium Documents](#)**: This guide offers essential tools for lawyers involved in condo development or sales, including guidance on bylaws, declarations, rules, regulations, and fillable condominium documents that meet statutory requirements. *Thanks to authors Jesse S. Ishikawa and Brian W. Mullins.*

All titles are now available in both print and electronic formats on WisBar.org [Marketplace](#).

We Value Your Input

We welcome your ideas for new books and your feedback on current publications. Let us know if you are interested in writing. Contact State Bar Director of Professional Development [Theresa Elliott](#).

Seminars Update

The 2024 Wisconsin Solo & Small Firm Conference: Held at Kalahari Resorts in the Wisconsin Dells, the conference welcomed more than 300 participants. High-quality CLE sessions, exhibitor innovations, and networking opportunities made it a memorable event. Miss the live conference? Webcast replays of seven sessions start Nov. 25. Next year's conference is scheduled for Oct. 16-18, 2025.

34th Annual Institute of Trial Practice: On Nov. 20, members gathered at the Ingleside Hotel in Pewaukee for an immersive CLE, where Wisconsin's top trial lawyers presented compelling arguments and examined witnesses before Judge Eugene A. Gasiorkiewicz. Attendees experienced direct and cross-examination of numerous witnesses, expert panel discussions with the attorneys and the judge, and jury deliberations leading to a final verdict. Replays are available on WisBar.org [Marketplace](#). Also, see voir dire from the same case at replays of *How to Select a Jury: Demonstrations by Experienced Trial Lawyers 2024* available on [Marketplace](#).

State Bar Paralegal Certification Program: This program offers paralegals tools to stay current on legal developments, with access to 15 CLE hours (including three ethics) and an online forum. In Jan. 2025, the program will introduce a General Certification Test covering diverse Wisconsin law areas. Certified paralegals have a minimum of 2,000 supervised hours and ongoing education, making them invaluable assets to any firm. For more information, contact [Dan Sitzler](#), State Bar learning and development specialist.

Have a CLE program idea or interested in speaking?

Email [Tim Clark](#), State Bar seminars manager.



Lucy Lu Lorentz of Lu Office LLC in Madison; and Nicole Swails of Swails Law in Verona, pause for a picture at the Wisconsin Solo & Small Firm Conference.



Group Reports

We're Working Together for the Common Good

State Bar Section Highlights

The **Appellate Practice Section** partnered with Marquette Law School's Appellate Student Organization to present an Oct. 16 session on appellate law. Led by a student moderator and four panelists, the event offered students the opportunity to ask questions and gain valuable insights into appellate practice.

The **Bankruptcy, Insolvency & Creditors' Rights Section** partnered with PINNACLE to host its Annual Bankruptcy Update on Nov. 6 in Milwaukee and Nov. 7 in Madison. The event provided section members an opportunity to hear directly from U.S. Bankruptcy Court judges from Wisconsin's Eastern and Western Districts and to learn about the latest trends and developments in bankruptcy practice.

The **Business Law Section** presented the second virtual CLE in its Business Lawyer Starter Kit Series on Oct. 10, focusing on commercial contracts. The free event for section members drew 38 attendees.

The **Indian Law Section** held its [12th annual Indian Law CLE](#) at Ho-Chunk Gaming Wisconsin Dells Hotel & Conference Center in Baraboo on Aug. 15-16, with over 60 attendees. The Menominee Indian Tribe of Wisconsin presented on its termination and restoration history, and Ho-Chunk Nation President Jon Greendeer welcomed participants to the conference.

The **Solo, Small Firm, and General Practice Section** awarded Jeff Krause the 2024 John Lederer Distinguished Service Award at the 2024 Wisconsin Solo & Small Firm Conference. The Lederer Award honors attorneys dedicated to improving the lives and practices of solo and small firm attorneys. (Read more about Jeff in [InsideTrack](#).) The section sponsored the event and awarded three scholarships for members to attend.

Right: Jeff Krause (center) of Affinity Consulting Group in Waterford, is the 2024 recipient of the John Lederer Distinguished Service Award. He is surrounded by past recipients, from left: David Krekeler; Nerino Petro; Tom Watson, representing WILMIC; and Nancy Trueblood.



On Oct. 17, the Appellate Practice Section held a celebration at the State Bar Center in Madison to honor the winners of the [2024 Best Briefs Competition](#). Andrew Hinkel (L) and Thomas Bellavia.



The **Taxation Law Section**, in partnership with PINNACLE, held the 75th annual Tax School 2024 on Dec. 4 at the State Bar Center. Webcast replays are available via WisBar.org [Marketplace](#). To celebrate the diamond jubilee, the section also hosted a networking lunch.

Division Reports

The **Government Lawyers Division** collaborated with PINNACLE to produce “Public Records and Open Meetings 2024” on Sept. 4 at the State Bar Center. This is available as an OnDemand seminar on WisBar.org [Marketplace](#). Committed to providing relevant educational programming, the division also offers grants to help members with limited financial resources cover CLE tuition and travel costs. For information, contact State Bar Program Coordinator [Karen Beall](#).

The **Nonresident Lawyers Division** reached out to members in Vermont, Pennsylvania, Louisiana, Georgia, North Carolina, South Carolina, Florida, Tennessee, Virginia, and New Mexico, offering assistance through Practice411 and WisLAP for those affected by recent disasters.

The **Senior Lawyers Division** held its annual retirement program on Oct. 31 at the State Bar Center. This free CLE program for division members featured sessions on practice transition, retirement ethics, technology, Social Security, Medicare, and wellness for senior lawyers.

Committee Reports

The Diversity, Inclusion, and Oversight Committee (DIOC) continues its commitment to promoting diversity, equity, inclusion, and accessibility within the legal profession.

- **Diversity Clerkship Program:** Applications opened Oct. 22, with information sessions held at Marquette University Law School on Oct. 22 and at the U.W. Law School on Oct. 24, drawing 77 first-year law students.

For program participation inquiries, contact [Jacque Evans](#), State Bar diversity & inclusion specialist.



Discovering Practice Area Expo: Sam Grover (L), a Civil Rights & Liberties Section board member, speaks to a student at the Discovering Practice Areas Expo on Oct. 29 at the U.W. Law School. Thirty-five attorneys from multiple sections participated in the event along with two judges, and more than 100 students. A similar event with representatives from 20 sections and two divisions was held Nov. 7 at Marquette University Law School.

Leadership Development Committee (Academy Planning Subcommittee): The first session of the 2024-25 G. Lane Ware Leadership Academy took place Nov. 22-23. Alongside presentations, role-playing, and video sessions, the “Get to Know Your State Bar” series featured Denisha Renovales and Anna Muñoz on the Ready.Set.Practice Mentoring Program, and Katie Wilcox on the High School Mock Trial Competition and the Lawyer Referral Services. Session One speakers included Kristen D. Hardy, Michael F. Moore, Amber Ault, and Christina Plum.

The **Leadership Development Summit Subcommittee**, led by Raeann Kramer, sent an email to the Board of Governors inviting you to nominate promising new lawyers for this one-day program. This is an opportunity to identify future State Bar leaders who are:

- new lawyers demonstrating leadership traits;
- community and civic-minded, and
- interested in State Bar service.

The program highlights the value of volunteer engagement, helps participants align State Bar involvement with professional growth, and teaches how to balance work, family, and volunteer commitments. Nominations are due Dec. 13 and have been sent to BOG members, committees, and bar leaders.

For questions or to submit a nomination, contact State Bar Administrative Coordinator [Beth Drake](#).



Leadership Summit, Class of 2024



Facilitate

We're Helping the Public Access the Legal System

2024 Pro Bono Awards and Volunteer Listings Available

See [InsideTrack](#) for information about the Pro Bono Attorney of the Year and Pro Bono Firm/Organization of the Year. Nominations are due Jan. 31. Certifications for the Pro Bono Honor Society are due March 1. Forms are located on the Pro Bono Honor Society page at wisbar.org.

Use your expertise to help those in need. As of the end of October, the [Pro Bono Portal](#) features 13 providers offering a total of 45 volunteer opportunities.

Coming Soon: New Spanish Language Application

The Fee Arbitration Program is translating its application and new rules into Spanish, enhancing accessibility for non-English speakers.

Client Protection Committee Approves \$19,800 for Client Claims

The Wisconsin Lawyers Fund for Client Protection Committee met Sept. 26 to review 24 claims – 19 new claims and five deferred from the previous meeting. The committee approved six claims, totaling \$19,800. Of that amount, \$9,300 was approved for three claims related to unearned advance fees. In these cases, a solo practitioner died before completing the representation, and no funds remained in the firm's trust account to reimburse clients.

Questions About These Programs?

Reach out to [Sarah Watson](#), State Bar pro bono program manager.

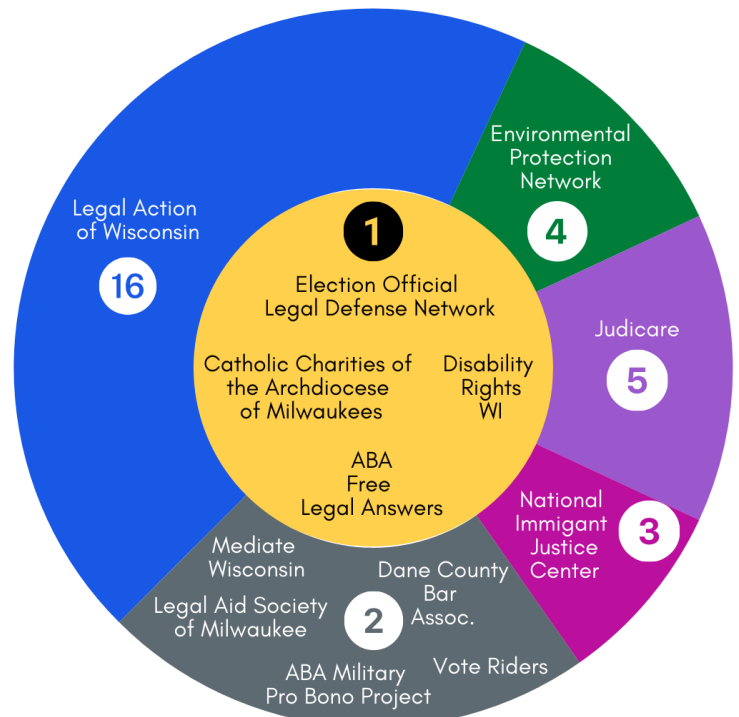


Chart: Organizations and the number of pro bono opportunities per organization. Click on the chart to learn more.

State Bar Referral Service Connects Thousands to Legal Help



So far in FY 2025, the State Bar of Wisconsin's Lawyer Referral Service (LRS) handled 10,958 calls, with 25% resulting in referrals to legal assistance.



The program has also enhanced its services with a specialist and a customer service representative fluent in Spanish, improving access for bilingual community members.



LRS operates a weekly hotline staffed by volunteer attorneys who answer basic legal questions from the public. The program is currently seeking school law attorneys to expand its panel and invites lawyers from across Wisconsin to join and support community needs.



Learn more: Visit the LRS web page at [WisBar.org](https://www.wisbar.org).

State Bar Unveils 2025 Mock Trial Case

The State Bar of Wisconsin's Mock Trial Writing Committee announced its case for the 2025 season, featuring an exciting new criminal case scenario. This year, high school students will delve into the fictional murder of virtual reality gaming star Astor Rufflebottom.

Set in Clearwater, Wisconsin, the story follows Rufflebottom's untimely death just hours before the championship round of the National CastleDusk™ Tournament. The case pits Rufflebottom's fierce rival, M.J. Mossbridge, against the State, which alleges that Mossbridge committed the murder to secure their position and claim the title of CastleDusk™ champion. However, Mossbridge isn't the only character with a possible motive, adding complexity to the trial and making for a compelling courtroom showdown.

The regional Mock Trial tournament is set for Feb. 1, 2025, with the finals scheduled for March 7-8, 2025. Read more about the 2025 case in [InsideTrack](#).

The Wisconsin High School Mock Trial is funded, in part, by a generous donation from the [Wisconsin Law Foundation](#). The program has been in existence since 1983.

Volunteers are needed. Visit the Wisconsin High School Mock Trial page on [WisBar.org](https://www.wisbar.org) for more information.



In addition to the new case, this year's program will introduce a courtroom artist competition, encouraging students to capture the drama and intensity of the courtroom through art.

Customer Service Team Handles 6,000 Calls Midway Through Fiscal Year

The customer service team is having a busy year, managing 6,053 calls from both members and the public. Their efforts have included a variety of tasks, such as onboarding new members, updating member records, processing event registrations, facilitating book sales, and addressing inquiries related to the [Lawyer Referral Service](#) (LRS).

Thanks to the team's expertise, individuals navigating the membership process received vital assistance, ensuring accurate records, seamless event registrations, and smooth book sales transactions. The team's commitment to customer support has played a crucial role in enhancing member experiences and maintaining operational efficiency.

The State Bar's Customer Service team can help you quickly access information and services.

(608) 257-3838
(800) 728-7788 (nationwide)
Monday through Friday, 8 a.m. to 5 p.m.
service@wisbar.org

Helping the Public Understand Legal Issues

Know Your Legal Rights is a bimonthly legal newspaper column written by State Bar of Wisconsin members and distributed by the Wisconsin Newspaper Association. Subject areas highlight issues such as consumer protection, divorce, criminal law, Medicaid planning and more. Between July 1 and Oct. 30, 37 newspapers published 84 stories, or about 21 stories per month.

Educating the public about legal issues is one of the purposes of the State Bar as an organization. Media placements also allow the State Bar to showcase members as leaders, emphasizing the value of hiring lawyers and their contributions to the communities they serve.

If you or a colleague would like to contribute to a Know Your Legal Rights column, please email Public Relations Manager [Mike Wiltse](#).

Know Your Legal Rights Stories

Click on this infographic to read the stories

01



Age Discrimination
in the Workplace

02



Domestic Violence
and Family Law

03



The Politics Behind
'Do Not Call'

04



Untangling Debt
in Divorce

05



Moving Your Parent
To a Nursing Home



Wisconsin Law Foundation

Investing in Leadership

Foundation Funds G. Lane Ware Leadership Academy

The Law Foundation provided a \$5,918 grant to the State Bar’s G. Lane Ware Leadership Academy, a multi-session training program designed to enhance leadership skills, inspire leadership involvement, build professional networks, and foster the professional development of a diverse group of lawyers.

The Leadership Academy helps to improve the leadership skills of lawyers who are interested in becoming leaders in their community, in their places of employment or in the legal profession whether at the local level or within the State Bar.

The first session of the 2024-25 Leadership Academy took place in person at the State Bar Center Nov. 22-23. This year’s class is made up of 17 lawyers from every corner of the state.

Year-end Giving

Law Foundation: ‘Every Member, Every Year’ Campaign Fuels Civic Impact

The [Wisconsin Law Foundation](#) is dedicated to promoting key aspects of a fair and inclusive society providing grants, scholarships and awards to groups and individuals who promote or are involved in:

- Civic understanding and informed engagement
- Leadership development, ensuring a future generation of impactful changemaker
- Access to justice, bridging gaps in legal support for those in need
- Diversity & Inclusion and a more equitable legal landscape

If you haven’t yet donated to the “Every Member. Every Year” campaign, it’s not too late. Please consider making a year-end donation in any amount. With your help, we will continue supporting critically needed programs and services at a time when demand and need has never been higher. Please join me by committing to make an annual contribution – *in any amount*.

Six Easy Ways to Give

- Donate online at the WLF Donations page on WisBar.org [Marketplace](#).
- Mail a check: Wisconsin Law Foundation, 5302 Eastpark Blvd; Madison, WI 53718-7158
- Call us: (608) 250-6171 or (800) 444-9404 ext. 6171
- Check the box on your State Bar mileage reimbursement form
- Designate a donation via your State Bar Author/Speaker reimbursement.
- Use your phone camera to scan the QR code. To scan the code, open the camera app on your phone, then point the camera at the code. A QR code and a banner will appear. When you tap the banner, it opens the donation webpage on WisBar.org.



Fellows Dinner: Celebrating Excellence, Raising Critical Funds

The Annual Fellows Recognition Dinner was held Oct. 10 at the Wisconsin Country Club in Milwaukee. More than 150 attended the black-tie optional dinner, raising critically needed funding in support of the Law Foundation's mission and work.

Membership in the Fellows of the Wisconsin Law Foundation is considered a professional honor and evidence of professional distinction. The program honors State Bar of Wisconsin members who have achieved significant accomplishments in their careers and contributed leadership and service to their communities. The Fellows membership is limited to 2.5% of the State Bar's total membership, and new members are nominated by current Fellows.

Fellows commit to providing sustained financial support to furthering the mission and work of the Wisconsin Law Foundation.

Next year's Fellows dinner will be held Thursday, Oct. 16, 2025, at the Monona Terrace Community & Convention Center in Madison.

Triggiano Honored for Distinguished Service

Former Milwaukee County Circuit Court Chief Judge Mary Triggiano is the 2025 recipient of the *Charles L. Goldberg Distinguished Service Award* from the Wisconsin Law Foundation. The award recognizes a lifetime of service to the profession and the community – and Triggiano's career is a great example of a lifetime of service. Read more in [InsideTrack](#).

Young Lawyers Receive Scholarships for Representing the Underserved

The Wisconsin Law Foundation granted Belle Case La Follette Awards in the amount of \$2,800 each to three recent law school graduates. The awards recognize recent law school graduates who are State Bar members practicing in rural areas and/or representing underserved populations.

This year's recipients are:

- **Morgan Tomczyk** of Morning Glory Law, Eagle River, U.W. 2020. Seeing firsthand the lack of attorneys in Wisconsin's Northwoods, Tomczyk started her own practice focusing on work as guardian ad litem. To date, Tomczyk has handled over 150 cases across six counties and three Tribal Courts.
- **Liliana Anja-Marie Anderson** of Exquisitely Legal LLC, Milwaukee, Marquette 2021, takes appointments through the State Public Defender's Office and court appointments in Ozaukee, Milwaukee, Fond du Lac, and Manitowoc counties. After a year of practice, she took a leap of faith and began a solo practice.
- **Travis Nathaniel Hasteen Nez**, Colorado River Indian Tribes, Parker, Arizona; Mitchell Hamline 2019. As a Native American attorney, Nez focuses his practice within his Tribe, the Colorado River Indian Tribes (CRIT) in rural Arizona. He provides legal counsel across a broad spectrum of areas. When he can, Nez assists Tribal members without compensation, because there is no one else available to help them.

Congratulations to this year's Belle Case La Follette Award recipients!

Seeking Nominations

Gordon Sinykin Award of Excellence

We are now accepting nominations for the Gordon Sinykin Award of Excellence. The nomination deadline is January 31, 2025. For more information, go to the Wisconsin Law Foundation Gordon Sinykin Award of Excellence page on WisBar.org.

Award nominees are either individuals, or groups of State Bar of Wisconsin members, who will be considered for this award based upon their significant efforts put towards a recent or ongoing law-related educational or public service-related project.



Cultivate

We're Planning Together for the Future

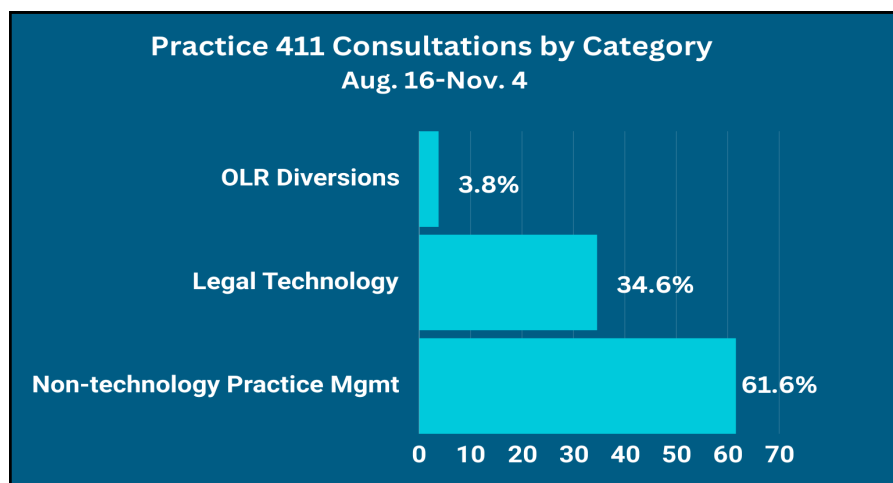
State Bar Ethics Program: A Commitment to Excellence

Ethics Counsel delivered 18 presentations between Sept. 6 and Nov. 1. Highlights include:

- 47th Annual Torts Update (PINNACLE)
- Environmental Law Update (PINNACLE)
- OLR Trust Account Seminar
- Representing Clients with Diminished Capacity
- 48th Annual Workers Comp Update (PINNACLE)
- Dealing with Unrepresented Persons
- 2024 Ethics Update (PINNACLE)
- Ethical Use of AI for Paralegals
- Employment Law Update (PINNACLE)
- Conflicts for Prosecutors Webinar (PINNACLE)



Practice411: Guiding Law Practices with an Eye on the Future



Consultations with Members: Practice411™ continued to offer confidential member consultations. Once again, consultations related to “Non-technology Practice Management” made up the most frequent consultation category at 61.6 percent.

Practice 411 WSSFC Work

In October, State Bar Practice Management Advisor Brent Hoeft attended the Wisconsin Solo & Small Firm Conference as a speaker, staff, and member of the planning committee and co-chair of the Technology Track. The conference was a resounding success as sponsors, vendors, speakers, and attendees provided glowing reviews.

Presentations

- Legal Technology, Competence, and State Bar Services
- AI and Ethics, Ethics Update 2024 (PINNACLE)
- Closing a Law Practice, Ethics Update 2024, (PINNACLE)
- Ethics of AI and Technology Tools and Competence in a Family Law Practice
- From Inception to Succession Series: Succession Planning
- Cybersecurity for Solo and Small Law Firms: Updates and Best Practices
- E-signature Technology and Remote Witnessing and Notarization
- Technology for Transitioning Lawyers

Practice Management Roundtables

Practice411 supported members through virtual practice management roundtables, covering cybersecurity, a Wisconsin Solo & Small Firm Conference debrief, and generative AI in law.

About Practice411

The State Bar's Practice411 practice management program helps lawyers improve their efficiency and effectiveness in delivering legal services and implementing systems, tools, and controls to reduce risk and enhance client relations. It provides members with guidance, resources, and support in managing their law practice. Questions? Contact [Brent Hoeft](#), State Bar practice management advisor.

WisLAP Meeting Member Needs

The [Wisconsin Lawyer's Assistance Program](#) (WisLAP) continues supporting lawyers, judges, and law students dealing with stress, depression, anxiety, ADHD, and substance use. A new member services coordinator and two M.S.W. candidate interns will add support to the WisLAP program. We hold regular office hours at the Dane County District Attorney's office and respond to requests for educational programming from various State Bar groups.

For educational programming or outreach, contact [Amber Ault](#), WisLAP program manager.

Aug. to Nov. 2024

 **Wisconsin Lawyer's Assistance Program Activities**  (800)-543-2625
WisLAP Line

 EDUCATION	Trauma-informed Courtrooms Moral Injury as a Professional Hazard for Legal Professionals The Transitioning Lawyer Emotional Labor in the Legal Profession	 OUTREACH	State Public Defender's Office Law Student Mental Health Day, U.W.—Madison U.W.—Madison's Peer Support Orientation Marquette University New Student Resource Fair
 ARTICLE	SmallLaw's Must-read Pick of the Week in October: <i>The Lawyer's Journey: Asking Leopards to Change Their Spots: Can Lawyers Change? Should They?</i> Wisconsin Lawyer	 NEW AUDIO RESOURCE	Coming Soon! Listening to Lawyers, an audio resource supporting Wisconsin Lawyers' resilience

Mentoring Program Supports Paraprofessionals

Starting in 2025, the Ready.Set.Practice Mentoring Program will help connect attorneys with paraprofessionals -- paralegals, legal assistants, and legal administrators -- who seek to enhance their skills or are considering law school.

Recruitment for the 2025 program took place in September and October, bringing in 27 mentors, nine mentees, and 10 law students, with participants from Marquette University Law School (eight), U.W. Law School (one), and Indiana University Maurer School of Law (one).

State Bar Group Health Plan Available For Small Firms

The State Bar of Wisconsin Group Health Plan is available for law firms with two or more non-family employees, offering small firms large-group coverage pricing through Wisconsin Physicians Service Insurance Corporation (WPS Health Insurance).

Law firms can join the plan year-round without affecting paid deductibles—not just during open enrollment. For coverage starting Jan. 1, paperwork must be submitted by Dec. 15.

An overview of the plan was presented at the Wisconsin Solo Small Firm Conference, with a November webinar replay available online. For more information, see this [InsideTrack](#) article.

Protect your employees' health and your firm's financial well-being with the State Bar Group Health Plan. For quotes and details, contact:

- [Christine Nadolski](#), Benefits Manager, 414-755-4172
- [Wendy C. Block](#), Senior Account Manager - Benefits, 414-755-4185

Joint Leadership Orientation Resources for Board of Governors

A new landing page is now available, offering all Joint Leadership Orientation updated materials for the Board of Governors (BOG). These resources are helpful not only for new BOG members but also for returning members. Use them to answer questions from constituents or assist new members as a Board Buddy. You may access the resources on [WisBar.org](#).

The new Board of Governors members training materials include:

- Overviews of State Bar programs and services, such as Practice411, WisLAP, Pro Bono Program, Lawyer Referral Service, Advocacy Network, and Paralegal Certification Program
- Guidance on answering press inquiries
- Information on the State Bar's public policy process
- Member benefits brochure and dues information
- Details on the Group Health Plan for law firms
- Introductory program videos
- Wisconsin Law Foundation information

Social Media Report

AUG. 16-NOV. 4

Metrics




Likes/ Followers/ Subscribers	5,618 (+0.9%)	1,958 (+1.7%)	7,049 (+1.9%)	2,340 (+3.5%)
Engagement	2,149 (+20.1%)	834 (-12.4%)	15,332 (-30%)	999 (-48.2%)
Impressions	503,951 (+60.7%)	62,644 (+44.9%)	105,428 (-36.4%)	
Brand Awareness	103 (-10.4%)	24 (-14.3%)		
Posts Published	205 (-32.8%)	162 (-9%)	161 (-7.5%)	20 (-52.4%)
Post Reach /Impressions	67,592 (-22.2%)	15,992 (-16.2%)	95,626 (-37.3%)	
Engagement	8,778 (+49.6%)	756 (-18.4%)	14,601 (-22.5%)	
Views				18,623 (-18.3%)
Video Views				2,120 (+106%)
Watched Time				859h 53min (+7.3%)
Posts Engagement				71 (-48.9%)

Terms

- **Followers/Likes:** Number of likes and followers gained and lost for the selected period.
- **Engagement:** Number of interactions (likes, comments, shares, clicks, saves, and messages) with our profile for the selected period.
- **Impressions:** Number of times your page's content has been viewed during the selected period.
- **Brand Awareness:** Number of mentions and shares of our content for the selected period.
- **Views:** Number of times your videos has been viewed during the selected period.
- **Watched Time:** Time people spent watching videos from your channel.
- **Publishing:** Number of posts published during the selected period.
- **Top Content:** Best performing content published during the selected period.

Top Content: Facebook




Image

Nov. 1 2024

Every day is #LoveYourLawyerDay around

Reach	2.6K
Engagement	350
Clicks	61
Other clicks	123
Engagement rate per reach	13.5%
Engagement rate per impression	10.3%

This post had no picture linked.




Post

Aug. 30 2024

School is starting. What is your #1 piece of advic...

Reach	2.5K
Engagement	872
Clicks	0
Other clicks	813
Engagement rate per reach	35.5%
Engagement rate per impression	33.9%

This post had no picture linked.



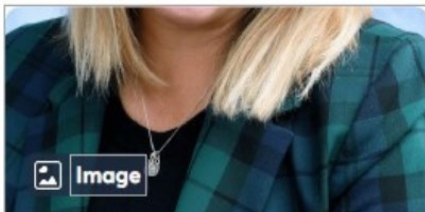
Post

Oct. 31 2024

Best law-themed costume for Halloween?

Reach	2.3K
Engagement	1K
Clicks	0
Other clicks	1K
Engagement rate per reach	44.6%
Engagement rate per impression	43.9%

Top Content: Instagram



Image

Aug. 28 2024

Samantha Wagner has been appointed to the Brown Co...

Reach	998
Comments	2
Likes	38
Saved	1
Engagement	41
Engagement rate per reach	4.1%
Engagement rate per impression	3.4%

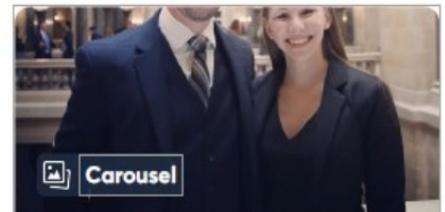


Carousel

Oct. 14 2024

Congratulations to the 2024 Class of Fellows of th...

Reach	658
Comments	0
Likes	60
Saved	2
Engagement	68
Engagement rate per reach	10.3%
Engagement rate per impression	8.1%



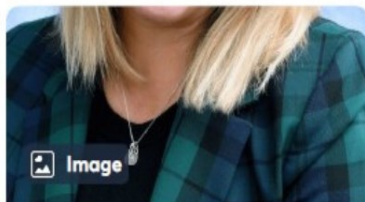
Carousel

Sep. 26 2024

Congratulations! Welcome to these new lawyers who ...

Reach	553
Comments	0
Likes	80
Saved	1
Engagement	85
Engagement rate per reach	15.4%
Engagement rate per impression	13.2%

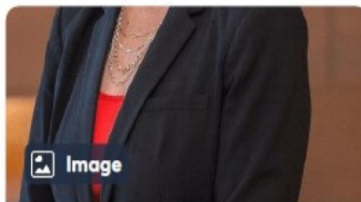
Top Content: LinkedIn



Aug. 28 2024

Samantha Wagner has been appointed to the Brown Co...

Impressions	3.2K
Clicks	122
Likes	97
Shares	2
Comments	19
Engagement	240
Engagement rate per reach	10.9%
Engagement rate per impression	7.6%



Sep. 20 2024

Congratulations to Judge Mary Triggiano, recipient...

Impressions	2.6K
Clicks	52
Likes	132
Shares	1
Comments	6
Engagement	191
Engagement rate per reach	11.2%
Engagement rate per impression	7.4%



Sep. 18 2024

A BIG THANK YOU to Emma Knatterud-Johnson of Hawks...

Impressions	2K
Clicks	73
Likes	46
Shares	5
Comments	2
Engagement	126
Engagement rate per reach	10.2%
Engagement rate per impression	6.4%

Top Content: YouTube



Sep. 16 2024

Every lawyer wants happy clients. (It makes their ...

Video views	100
Likes	1
Comments	0
Shares	2
Added to playlist	3
Total engagement	6



Sep. 3 2024

How have recent changes in marijuana laws impacted...

Video views	99
Likes	4
Comments	0
Shares	4
Added to playlist	2
Total engagement	10



Sep. 30 2024

Connect with Us:

Video views	52
Likes	0
Comments	0
Shares	1
Added to playlist	1
Total engagement	2