

# 2023 NCBP ANNUAL MEETING – Building the Next Gen Bar

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Apple

ABA Meeting app—Room  
Locations, ABA Meeting  
Information, and More!



NCBP Annual  
Meeting  
Webpage

# Bar Associations

What the data tells us about the legal profession and our bars.

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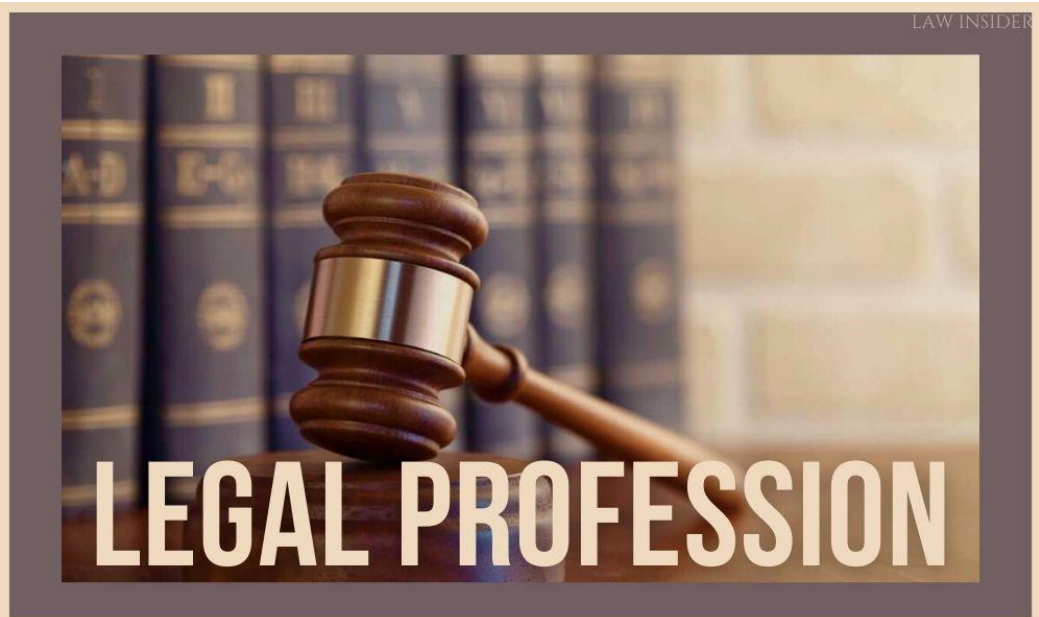


**WE ARE  
HERE**

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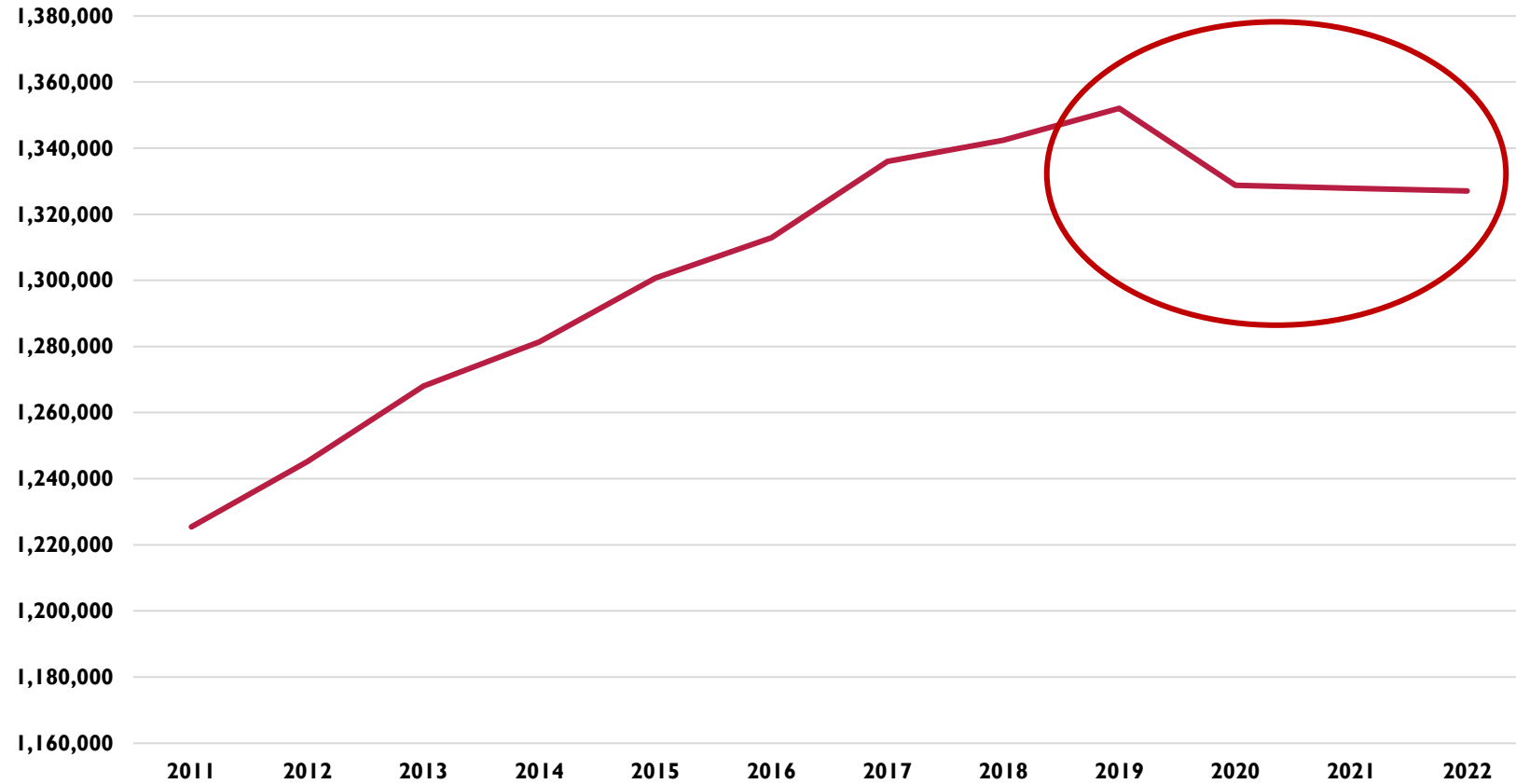
# OUR PROFESSION

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# Total Active Lawyers 2011-2022

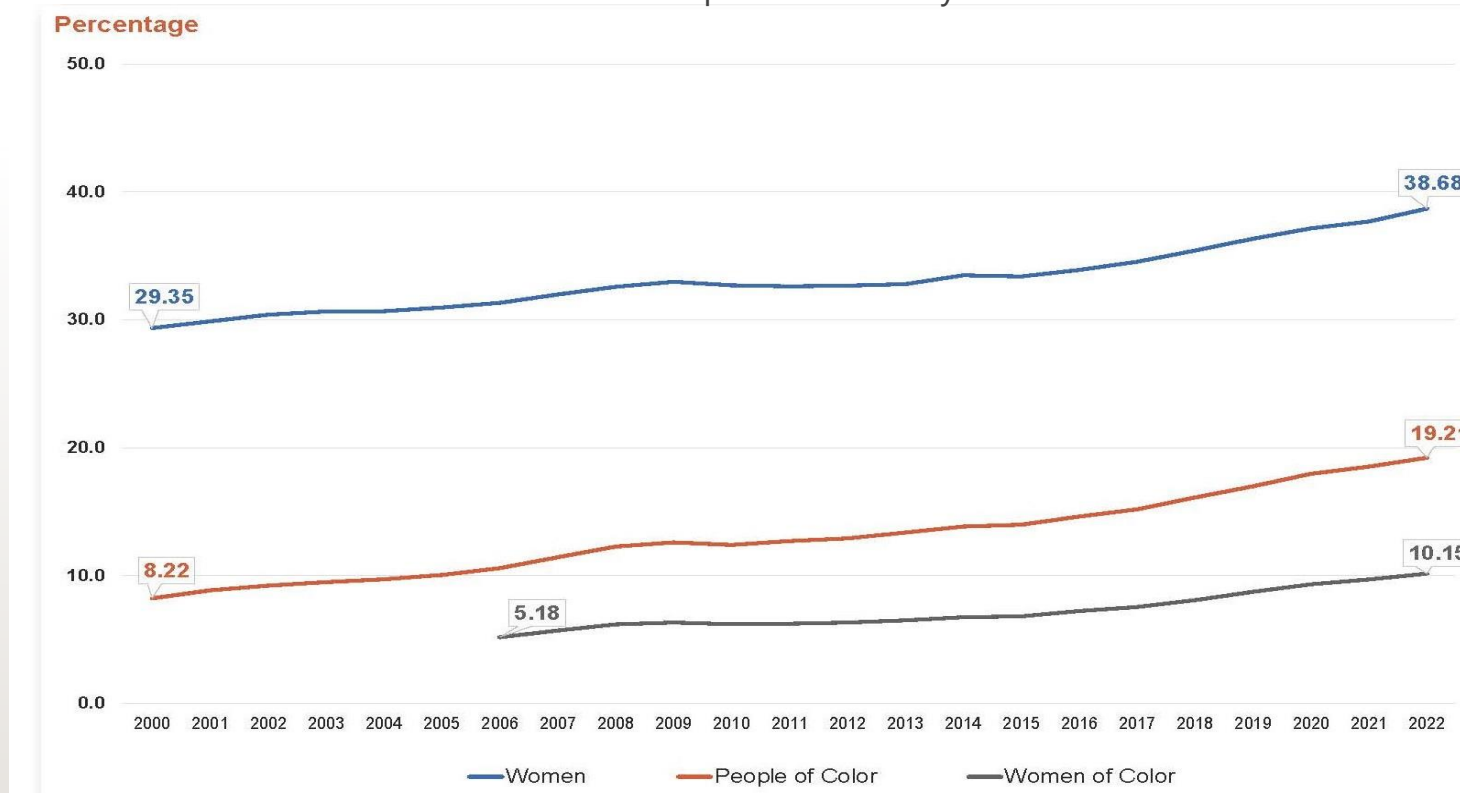
Data from the 2022 ABA Profile of the Profession Report





# Total Lawyers Who Are Women & People of Color at Law Firms, 2000 – 2022

Data from the NALP 2022 Report on Diversity in U.S. Law Firms



**38.68 %**

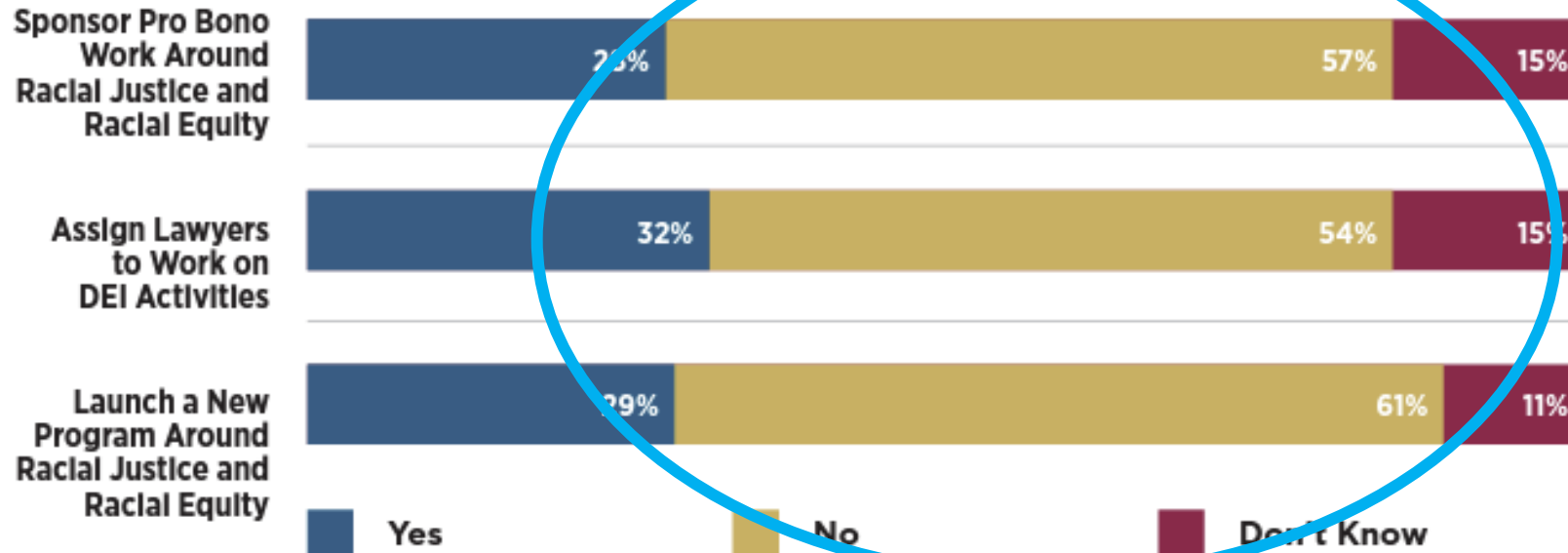
**19.21 %**

**10.15 %**

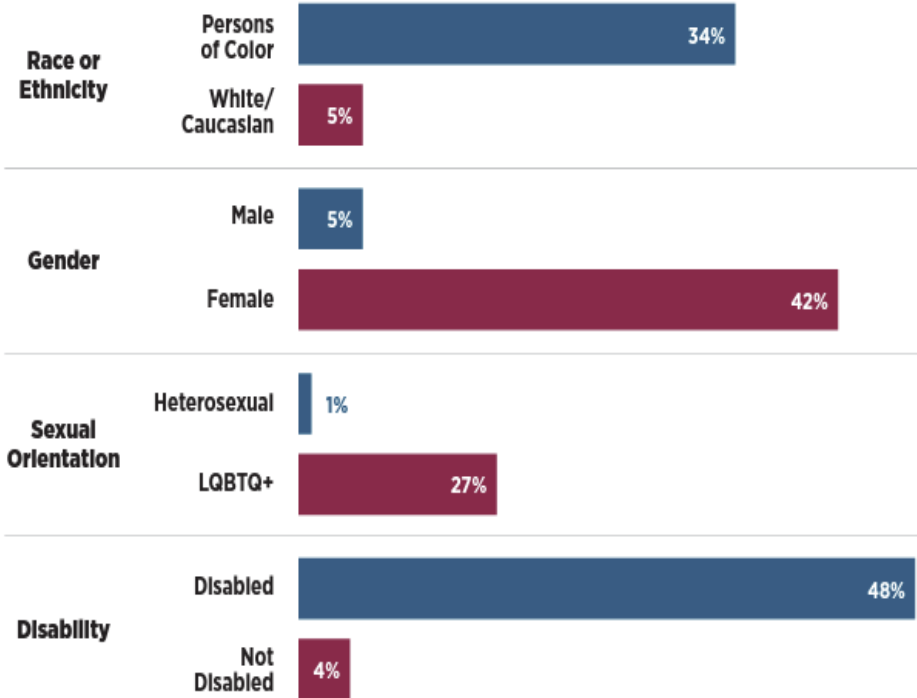
# Racial Justice and Equity

2022 ABA Practice Forward Report

**IN THE PAST SIX MONTHS, DID YOUR EMPLOYER TAKE ANY OF THE FOLLOWING ACTIONS TO ADDRESS ISSUES AROUND RACIAL JUSTICE AND RACIAL EQUITY?  
(ALL RESPONDENTS)**



## DO YOU FEEL STRESS AT WORK BECAUSE OF YOUR:



Note: Chart shows percentage who answer sometimes, very often or almost all the time.



Women and lawyers of color are also experiencing higher levels of stress based on their gender and race/ethnicity.

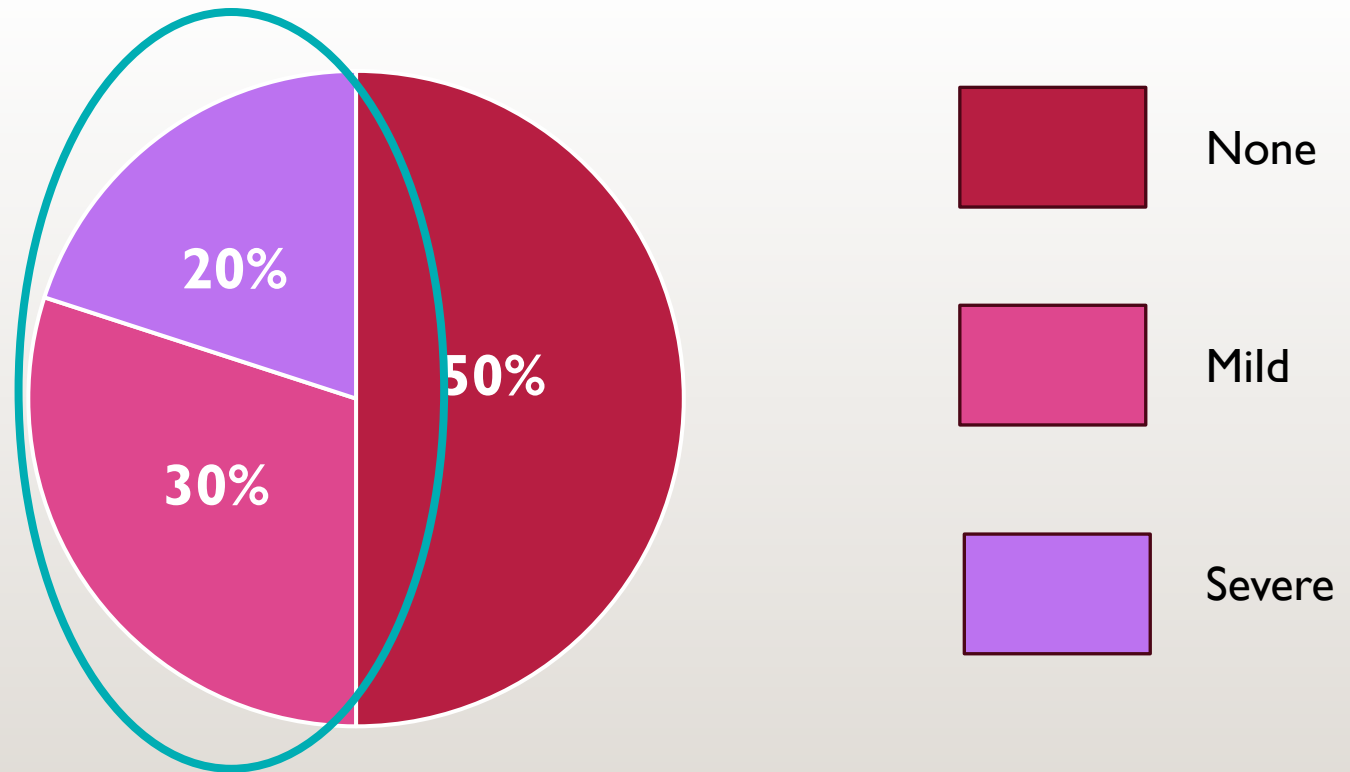
# Stress at Work

2022 ABA Practice Forward Report

# Lawyer Wellness

Patrick Krill and Justin Anker Study

## Percentage of Attorneys Experiencing Depression



# Lawyer Wellness

Patrick Krill and Justin Anker Study

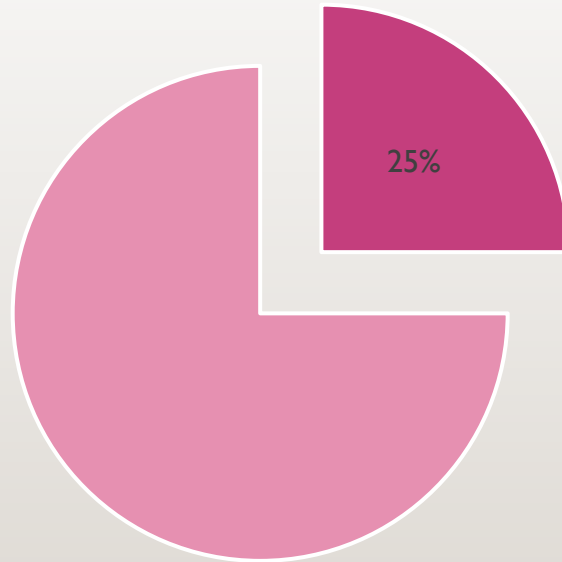
**Risky Drinking**  
**>50%**



**High-Risk/Hazardous Drinking**  
**30%**



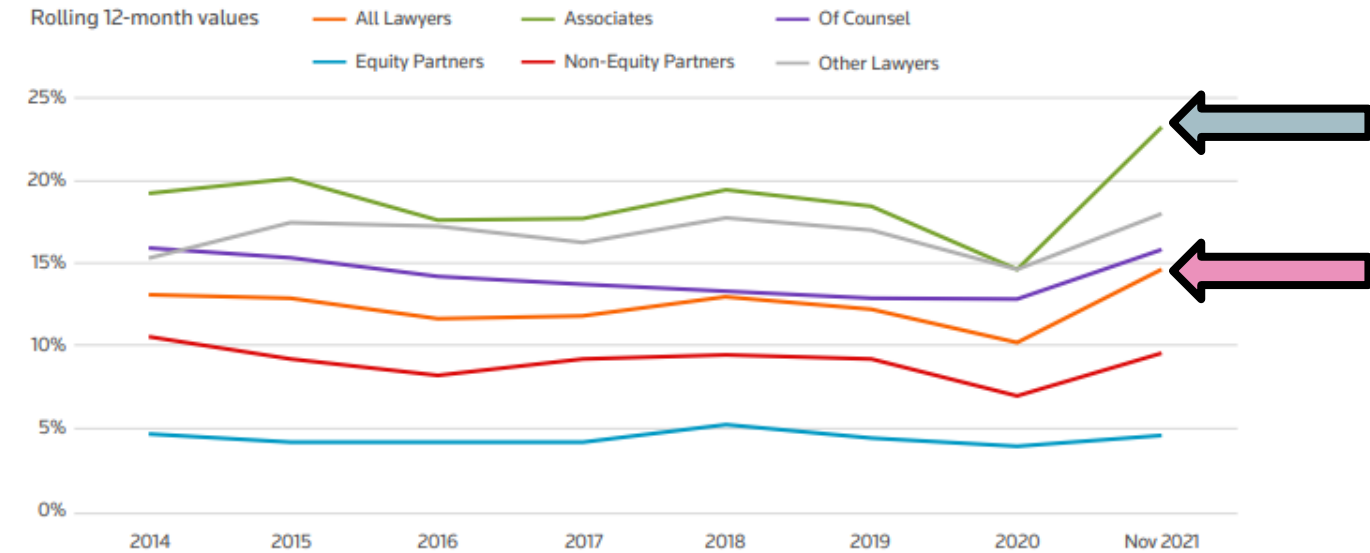
**Women Contemplating Leaving the  
Legal Profession**



# Lawyer Turnover – Snapshot at Large Firms

Georgetown Center on Legal Ethics & Thomson Reuters 2022 Report on the State of the Legal Market: A Challenging Road to Recovery

Figure 15: Turnover analysis



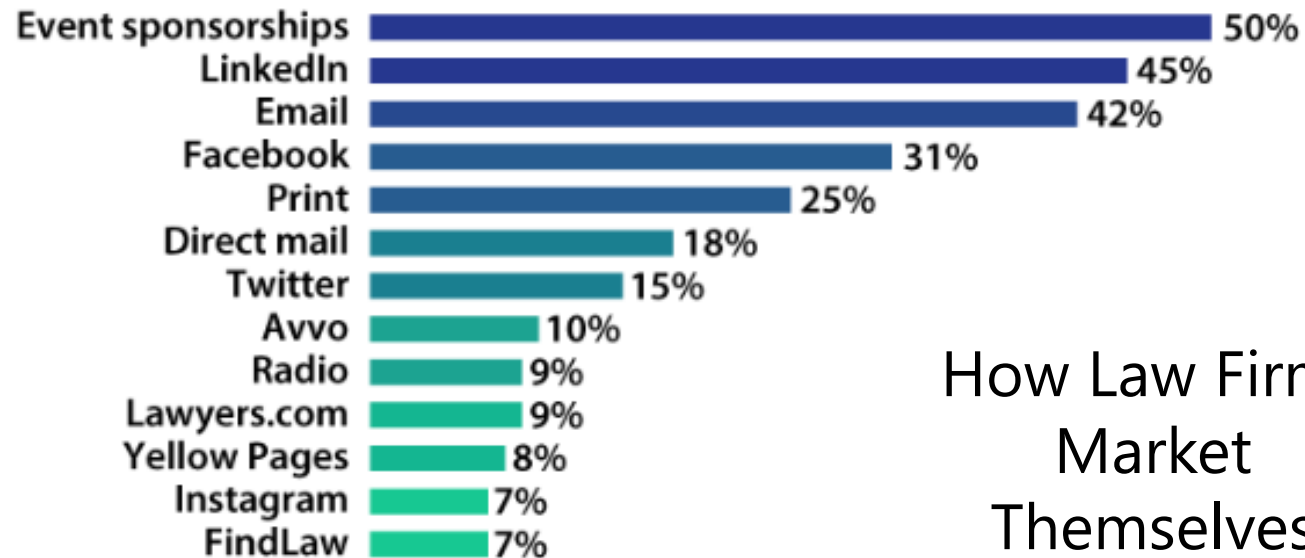
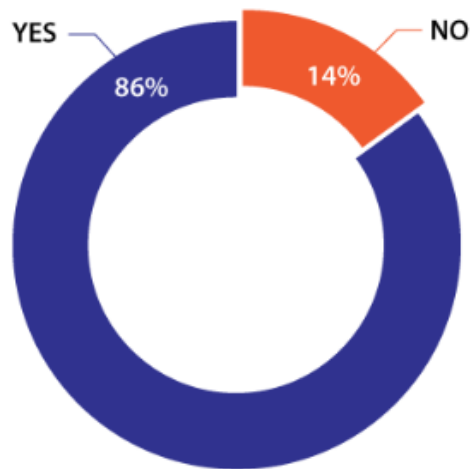
Turnover = The number of lawyers who left the firm divided by the number of lawyers at the beginning of the time period.

Source: Thomson Reuters 2022

# Lawyers and Technology

ABA 2022 Profile of the Legal Profession

## Law Firms on Social Media

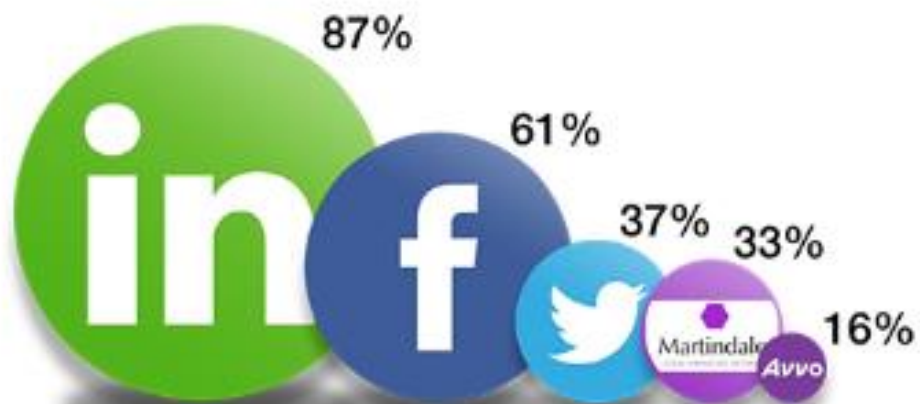


How Law Firms  
Market  
Themselves

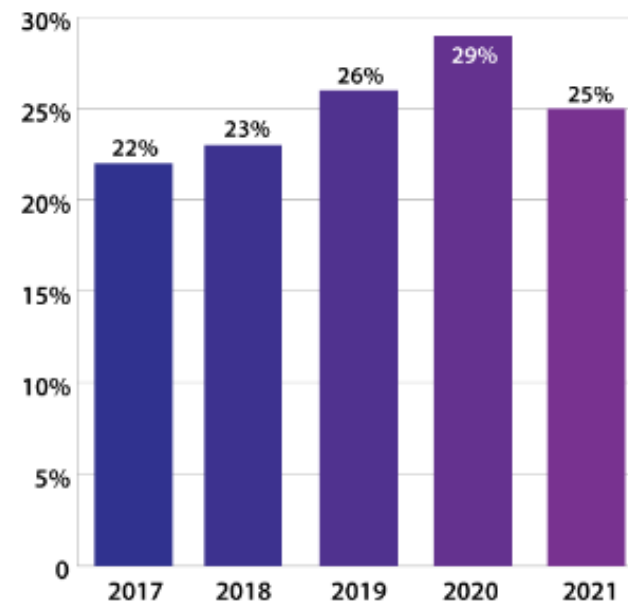
# Lawyers and Technology

ABA 2022 Profile of the Legal Profession

## Top Social Media Sites



## Law Firms Suffering A Security Breach

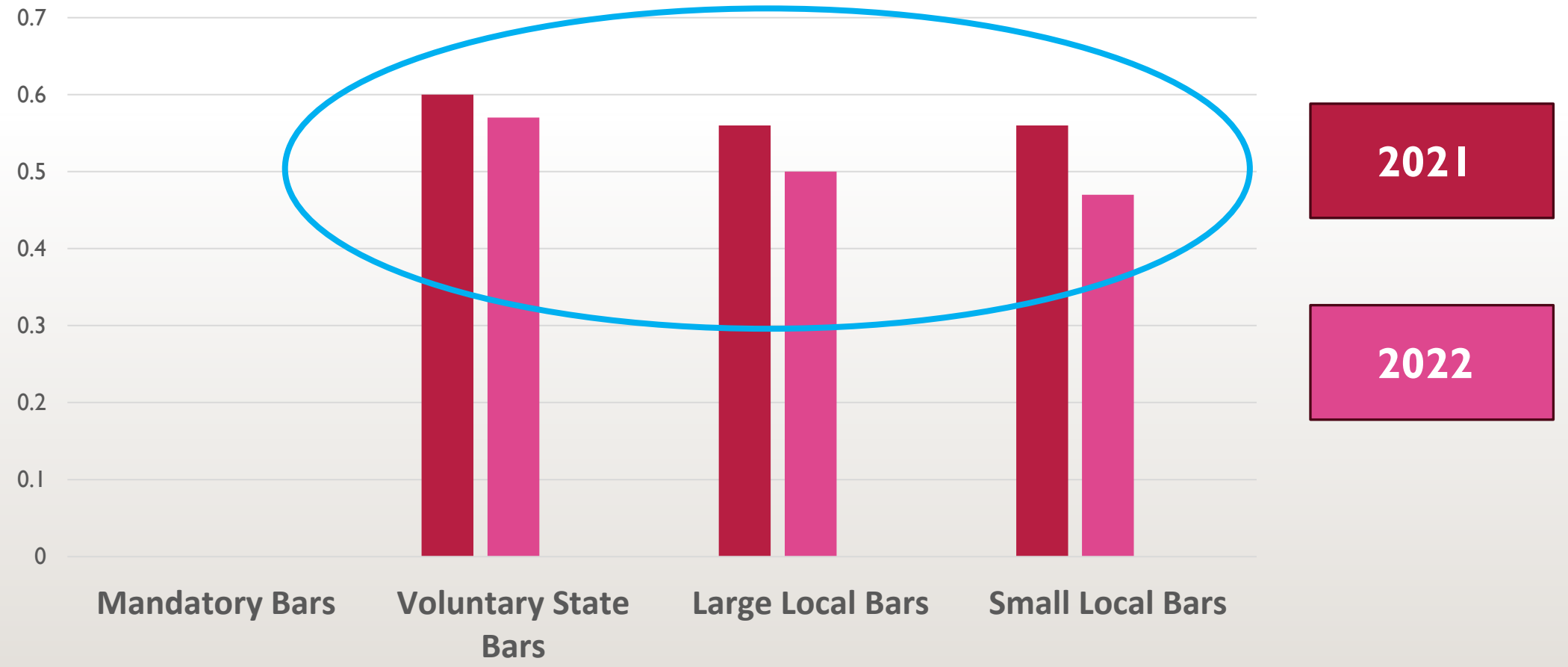


# OUR BARS



MEMBERSHIP

# % of Bars Experiencing A Decline Greater Than 1%



# OUR FUTURE

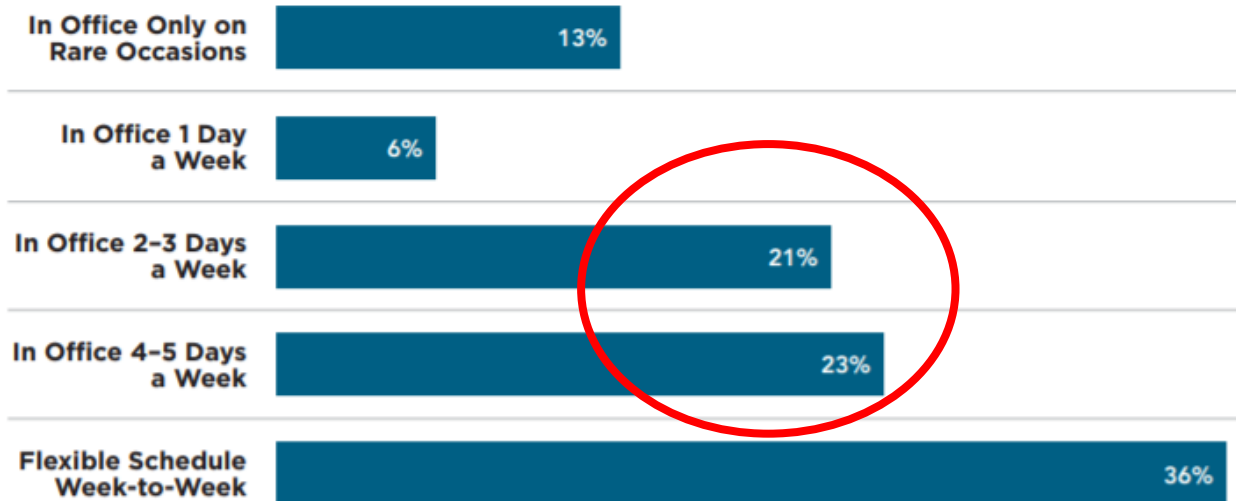


# Lawyer Needs – Future of Work

Data from the ABA Survey of Pandemic and Post-Pandemic Law Practice

## IDEAL MIX OF OFFICE + REMOTE

ABA

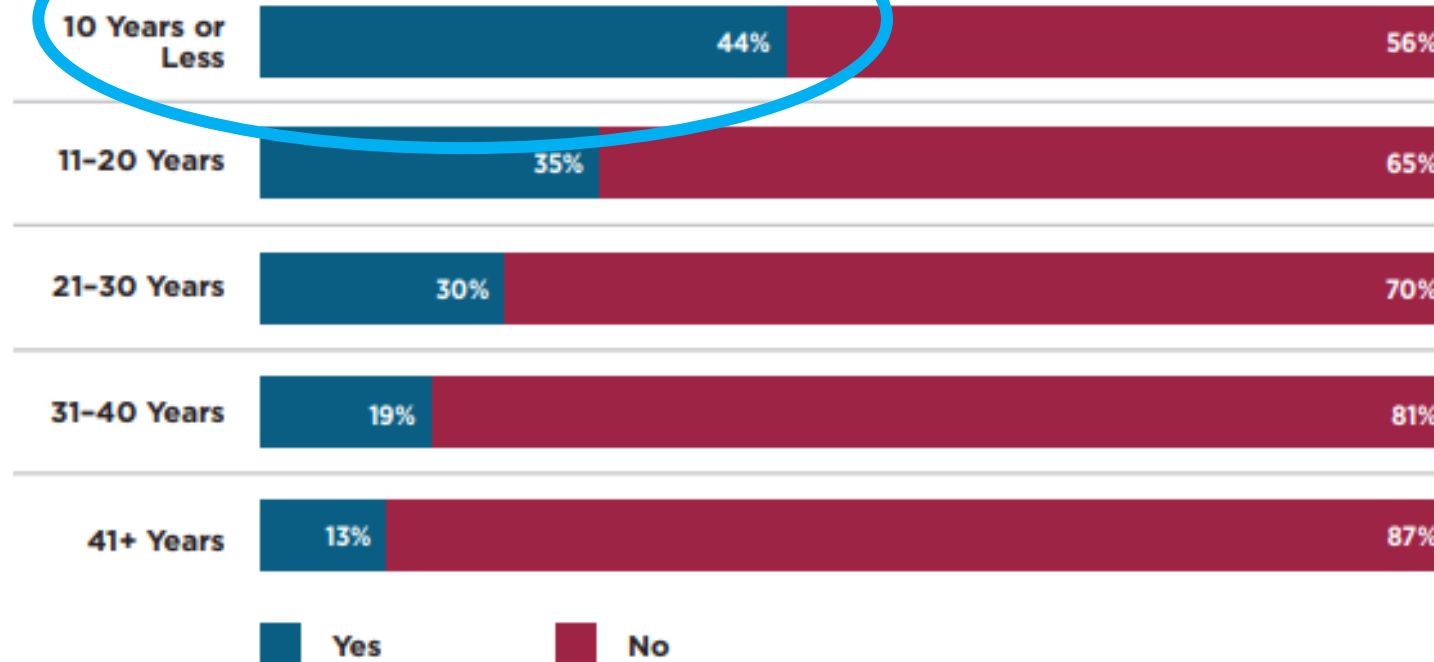


# Lawyer Needs - How We Work

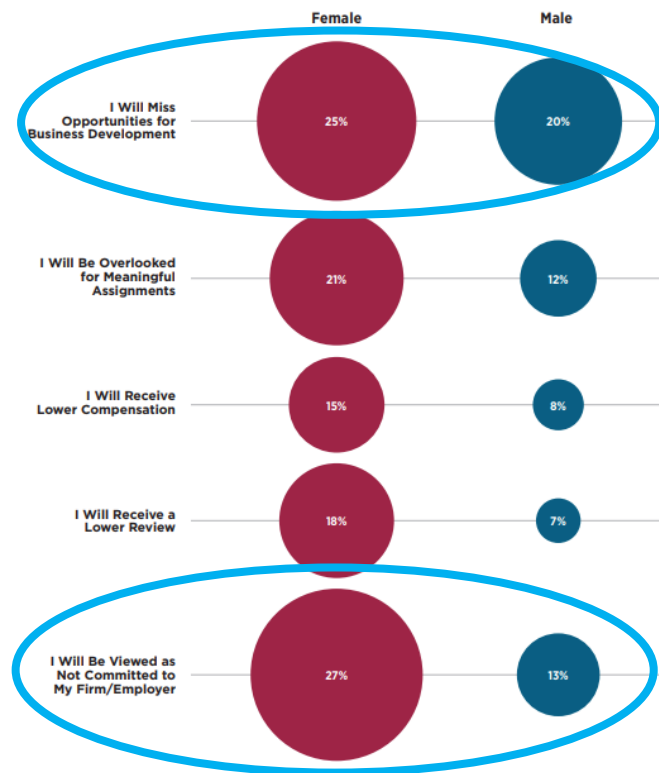
Data from the ABA 2022 Practice Forward Report

## PERCENT WHO WOULD LEAVE THEIR PLACE OF EMPLOYMENT FOR ONE THAT OFFERS A GREATER ABILITY TO WORK REMOTELY

Years in Practice



PERCENT "EXTREMELY" OR "VERY" CONCERNED THAT THE FOLLOWING COULD HAPPEN IF THEY DO NOT WORK IN THE OFFICE WHEN ASKED (BY GENDER)



# Lawyer Needs - How We Work

Data from the  
ABA 2022 Practice Forward Report

# THE FUTURE OF ASSOCIATIONS - HYBRID IS HERE TO STAY

Data from the ABA 2022 Practice Forward Report

## PREFERRED MODE OF PRESENTATION FOR TYPE OF EVENT



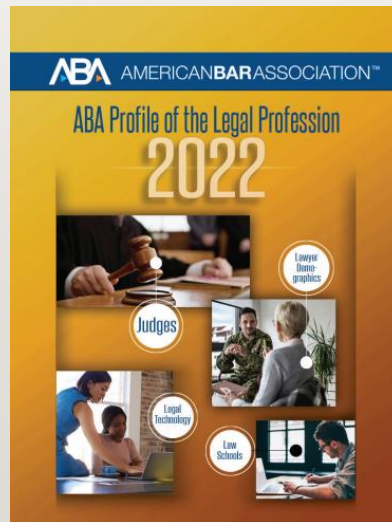
# The Next Generation Bar



# SOURCES

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2020 & 2022 ABA Profile of the Legal Profession Report



2022 ABA Standard 509 Information Report Data



National Association for Law Placement



# SOURCES

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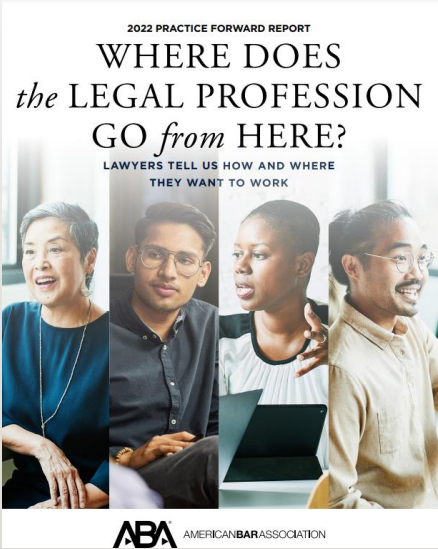
2022 ABA State and Local Bar  
Benchmarks Survey  
(forthcoming)

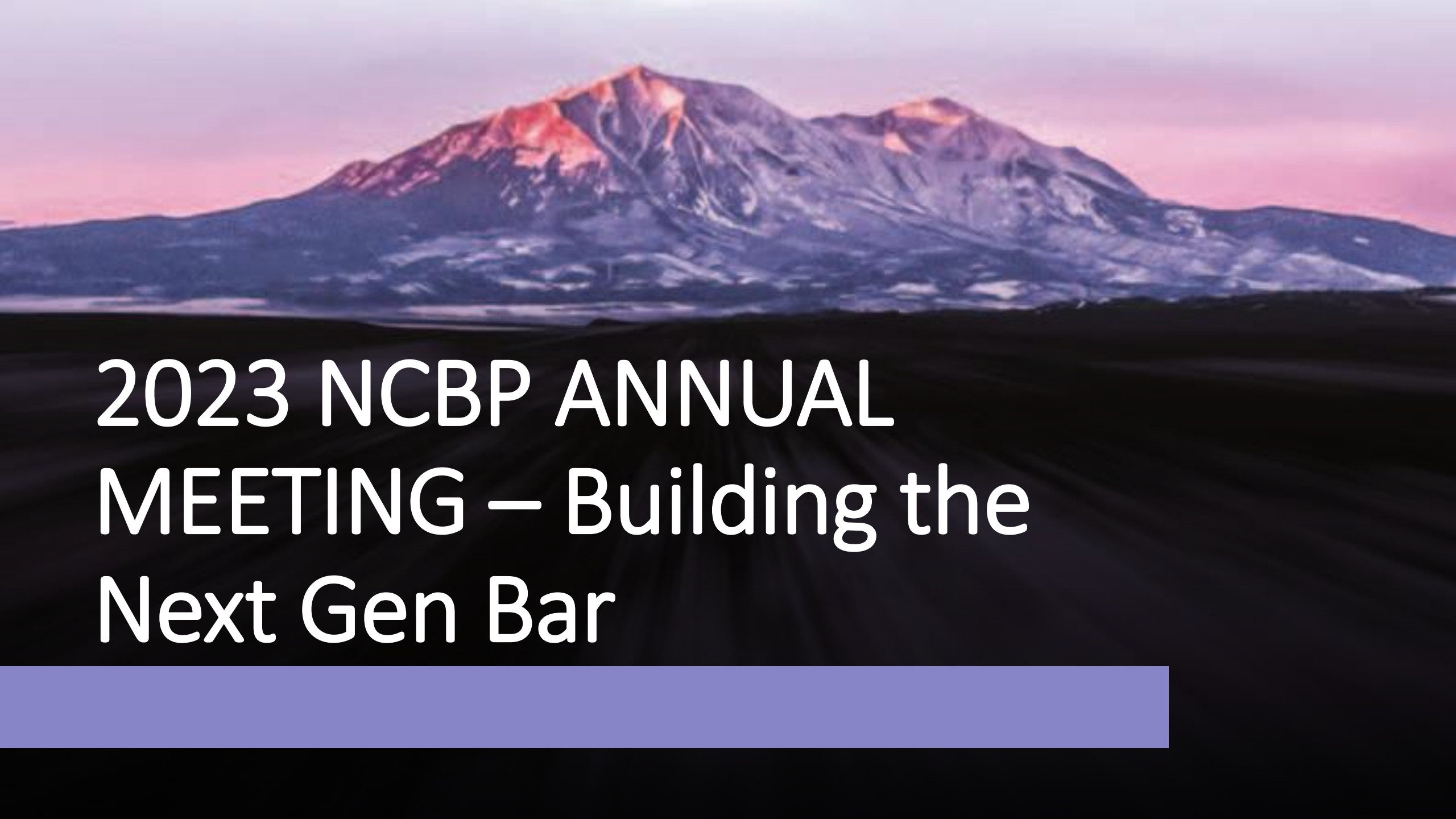


2022 Georgetown/Thomson  
Reuters Report on the State of  
the Legal Market



2022 ABA Practice  
Forward Report





2023 NCBP ANNUAL  
MEETING – Building the  
Next Gen Bar



# Bar Association Governance

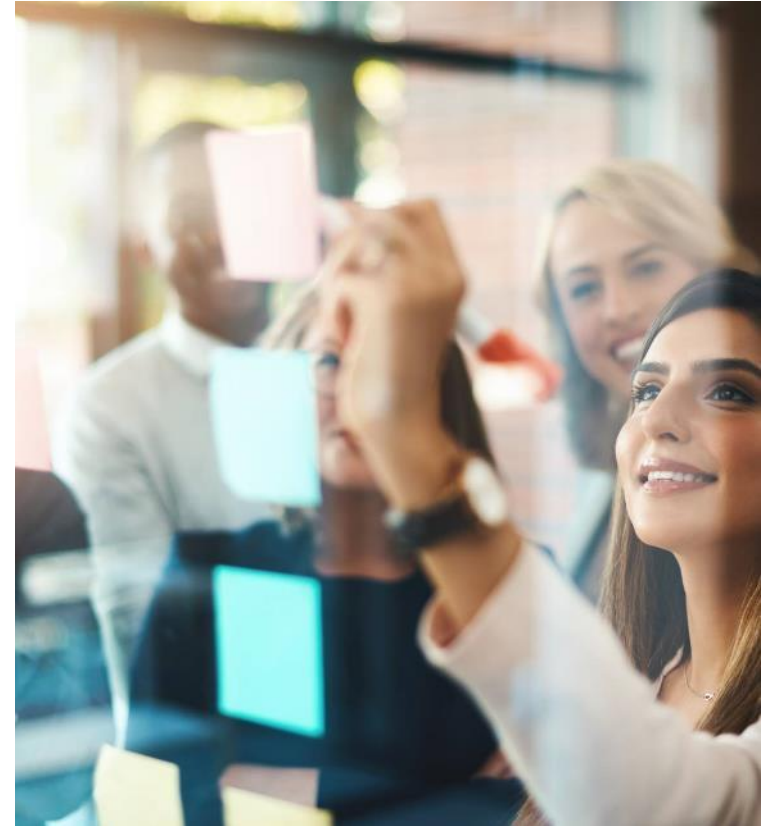
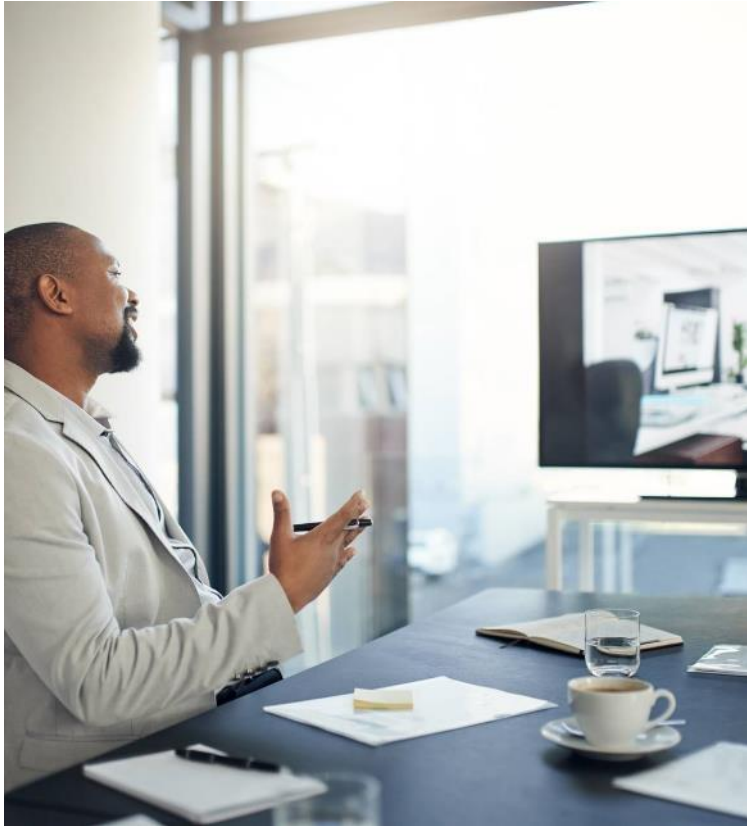
Bringing Your Best Self to Bar Leadership



# Agenda

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- What is Governance
- The Board and the CEO
- NextGen Bar Governance
- Authenticity



# Governance

# Governance

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An organization that uses good governance is one that always, in word and action, demonstrates: accountability; leadership; integrity; stewardship; and transparency.

Source: *Public Sector Governance, A Guide to the Principles of Good Practice*. Office of the Auditor General of British Columbia



# The Governance A-List

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A	Accountability
L	Leadership
I	Integrity
S	Stewardship
T	Transparency



# Board and CEO – A Partnership

# The Board's primary role is governance and providing strategic leadership to an organization.

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Source: Insurance Training Center

[www.insurancetrainingcenter.com](http://www.insurancetrainingcenter.com)

The CEO/ED is the chief management officer.



# NON PROFIT CEO

*(noun)*

1. A person who solves problems you can't.
2. One who does precision guess work based on unreliable data provided by those of questionable knowledge.

see also **WIZARD, MAGICIAN**

# ***“The Board advises, and the CEO manages.”***

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- The Board has one employee: the CEO / ED.
- The CEO / ED reports to the Board.

# Board and CEO Responsibilities



CEO	BOARD
<ul style="list-style-type: none"><li>• Management</li><li>• Day-to-day oversight</li><li>• Hires and supervises all staff</li><li>• Chief decision-maker</li></ul>	<ul style="list-style-type: none"><li>• Governance</li><li>• Long-term strategic planning</li><li>• Hires and evaluates CEO</li><li>• Advisor</li></ul>



# The Future of Bar Association Governance



# Modernize

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- Bylaws
- Structures
- Space



# Modernize

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- Technology

# Servant Leadership

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Servant leadership puts the needs of others first and empowering them to achieve their goals.

# Member Engagement

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# Connection

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# Authentic Leadership

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“Authenticity is the foundation of genuine leadership, as it fosters trust, respect, and meaningful connections.”