



# Justice for the People: 2024 Impact Report

Oregon State Bar



# Celebrating a Year of Service

It has been a great honor to lead the Oregon State Bar in 2024.

We continued to build upon the efforts and progress in years prior, bettering the lives of Oregonians today, while laying a foundation for the future. Highlights from last year include: launching Oregon Law Help, a cutting-edge website with user-centered design to help Oregonians more easily find legal help and information; welcoming the first licensed paralegals into the Oregon State Bar, who are now working in family and landlord-tenant law, two areas of critically high unmet need; and rolling out the Supervised Practice Portfolio Examination to make the bar accessible to more law school graduates, while assuring a rigorous examination of competence.

We also acted quickly upon recommendations in the Rural Practice Survey and Well-Being Report from 2023, holding a rural job summit at each of the law schools, approving stipends for judicial clerkships in rural communities, and seizing on every opportunity to highlight the critical importance of lawyer well-being in providing quality legal services to clients.

Our work comes at a critical time when high numbers of retirements raise concerns about our long-term ability to meet statewide needs for legal help. Projections point to a rapid increase in retirements in the next three to five years at a rate that will outpace licensure of new law school graduates. This is a national trend that raises alarms about the public's ability to access quality legal services.

Looking to the future, we also began strategic planning for our work through 2030. Grounded in and guided by our values, our next strategic plan will strive to anticipate and meet the specific gaps in access to justice and to build a legal culture where all legal professionals thrive, all in furtherance of our mission to serve the public interest.

We are deeply grateful to the multitude of partners who support and inspire our work, including: thousands of volunteers, who contribute countless hours of support; the Oregon Supreme Court and the Oregon Judicial Department, who are steadfast in their leadership; the Oregon Legislature, which consistently centers the public impact of our work in our statutory role; and the dedicated bar staff, who are committed to access to justice for all.

We look forward to building on this important work in the coming year.



**David Rosen**  
2024 President  
Oregon State Bar



**Helen Hierschbiel**  
Chief Executive Officer  
Oregon State Bar

---

## Mission

**The mission of the Oregon State Bar is to serve justice and the public interest by promoting respect for the rule of law, by improving the quality of legal services, and by increasing access to justice.**

---



# Our Impact in 2024

The Oregon State Bar serves the public and works to increase access to justice for all Oregonians. In 2024, we launched new programs and improved our traditional regulatory functions while maintaining our commitment to the public trust. The year's highlights include:

## Leading Innovation in the Legal Profession

Two groundbreaking programs designed to expand access to legal help in Oregon launched in 2024, culminating years of dedicated work.

In March, the OSB welcomed its first licensed paralegals (LPs) into the legal profession. Years in the making, this program promises to connect more Oregonians to help in family and housing law, the two areas of highest unmet need in the state. By the end of the year, 13 LPs were sworn in as members of the bar. We are proud to be among the first states to launch paralegal licensure and serve as a model and resource for other states exploring this growing movement.

In December, the OSB admitted the first lawyers to practice through the Supervised Practice Portfolio Examination (SPPE), making Oregon the first in the country to admit attorneys through this new exam model. The first five applicants to successfully complete the exam joined the bar by Supreme Court Order on Dec. 11. We created the SPPE as an alternative, rigorous method to test for competence, further expanding the bar and increasing the number and diversity of legal services providers. The program's first successful applicants are a major milestone toward these goals.

## FUNCTIONS AND GOALS

**Regulate the legal profession and improve the quality of legal services**

**Goal:** Cultivate competence, integrity, diversity, equity, inclusion, and well-being in the legal profession.

**Support the judiciary and improve the administration of justice**

**Goal:** Protect and advance the quality, integrity, diversity, and impartiality of the judicial system.

**Advance a fair, inclusive, and accessible justice system**

**Goal:** Foster trust in, respect for, understanding of, and access to the justice system.

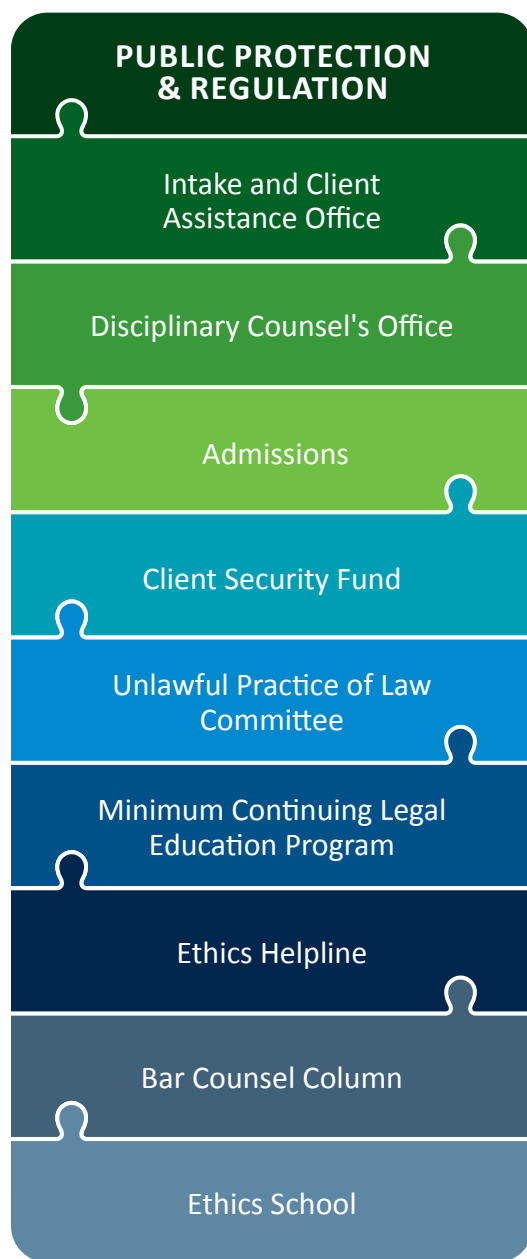
## A New Way to Access Legal Resources

After years of behind-the-scenes work, the new Oregon Law Help website went live at the beginning of 2024. A collaboration between the OSB and several key justice partners, the interactive website was designed to improve how users access legal assistance. The website is already helping users access information and services in high-need legal areas in English and Spanish. The bar will continue to add content and additional features throughout 2025.

## Promoting Diversity and Well-Being

A core element of the bar's mission is to ensure that all Oregonians can access high-quality legal services. In 2024, these efforts reached more people than ever, helping improve the quality of legal services. We had record-high participation in two key programs:

- **Opportunities for Law in Oregon**, a retention and community-building program that brings together law students and lawyers with a diversity of experience and cultures to enhance the bar's ability to serve all Oregon communities.
- **"Reset. Recharge. Reignite,"** a well-being course hosted by 2024 OSB President David Rosen drew the highest-ever attendance for a CLE program.



# Regulating the Legal Profession

The OSB works to ensure that Oregon lawyers and licensed paralegals are competent, ethical, and professional.

## Clarity in the Bar's Rules

In 2024, the OSB completed a multiyear effort to combine its licensing rules – previously spread over numerous rule sets – into a single body: the Rules of Licensure. Over two years, the bar sought feedback from the public and members, guidance from its volunteer Board of Governors, and input from the Oregon Supreme Court. The Oregon Supreme Court approved the consolidated rules early in 2024, and the new rules went into effect Jan. 1, 2025. This transition will help bar members more easily navigate their licensure requirements and enhance clarity for the public.

## BAR ADMISSION GENERAL REQUIREMENTS

NEW LAWYERS	LICENSED PARALEGALS
<ul style="list-style-type: none"><li>• Demonstration of good character and fitness.</li><li>• Completion of educational requirements.</li><li>• Passage of one of two forms of competency review: the traditional Uniform Bar Exam or the Supervised Practice Portfolio Examination.</li></ul>	<ul style="list-style-type: none"><li>• Demonstration of good character and fitness.</li><li>• Completion of general educational and experiential requirements.</li><li>• Completion of experiential requirements in either Family Law or Landlord-Tenant Law.</li><li>• Passage of a competency review through a portfolio examination.</li><li>• Passage of the LP Scope of Practice Exam.</li></ul>

## Assisting Clients and Consumers

The OSB's Intake and Client Assistance Office (CAO) takes inquiries from the public regarding lawyer conduct. The CAO can often help callers without opening a file on a lawyer when they have issues such as:

- Reaching their lawyer.
- Getting their file from a lawyer.
- Understanding a lawyer's obligations.
- Referral to other Oregon resources.

In 2024, the CAO assisted more than **1,800 callers** without the need to open a file.



## Screening Complaints

The CAO also screens complaints to determine if they warrant further investigation by the Disciplinary Counsel's Office. In 2024, the CAO revised its intake process, creating an easier and more consumer-friendly complaint form. It also reduced the number of active files from 600 to 400 and continues to make efforts to reduce the time to resolve files. In 2024, the CAO:

- Opened 1,756 investigation files.
- Referred 257 matters (15.3%) to the Disciplinary Counsel's Office.
- Resolved 63% of cases within 60 days, meeting annual goals.

## Lawyer Discipline

The Disciplinary Counsel's Office enforces the Oregon Rules of Professional Conduct, the body of ethics rules for lawyers and licensed paralegals. The DCO prosecutes lawyers or LPs when the State Professional Responsibility Board (SPRB) authorizes formal charges.

Where possible, the DCO works to minimize risk of recidivism and prevent misconduct before it occurs. For certain minor violations caused by mental health or personal struggles, DCO can offer diversion agreements, requiring the attorney to complete a remedial program that addresses the violation's underlying cause. The office accepted **four diversion agreements** in 2024, offering struggling bar members added support while focusing on avoiding future misconduct. Of the lawyers sanctioned in 2024, **69% received a sanction** for the first time in their career.

The DCO imposed sanctions in 41 matters and offered admonition, probation, or diversion in 31 matters. Sanctions included:

- 3 Disbarments
- 6 Form B Resignations (functionally equivalent to disbarment)
- 21 Suspensions
- 11 Reprimands

Other DCO actions:

- 1 Suspension under Mental Incompetency or Addiction Rule 3.2
- 5 Probations
- 4 Diversions
- 21 Admonitions

The DCO met established timeline targets in 75% of its investigations and 95% of its disciplinary prosecutions. It also met its target in the single suspension due to mental incompetency or addiction. In that matter, the bar also proactively informed the public through both local and statewide media to mitigate any public harm.

## TIMELINE TARGETS

INVESTIGATION STAGE	PROSECUTION STAGE
365 days from open date to either dismissal or presentation to the State Professional Responsibility Board.	60 days from SPRB prosecution authorization to filing of Formal Complaint (charging document).

## Legal Ethics School

Also in 2024, DCO updated the OSB's Legal Ethics School, a mandatory program for lawyers subject to discipline. The revisions include an emphasis on prevention to reduce potential harm to clients, while growing members' knowledge of common areas of misconduct.

**The Client Security Fund** reimburses clients who lose money or property as a result of dishonest conduct by a legal professional. It is funded through an assessment included in the annual member fee. In 2024, the CSF received 39 new claims and approved eight claims for payment, with awards totaling \$39,695. Twenty-two claims remain under review by the CSF Committee into 2025. A full report of CSF claims is published annually in the *Bulletin*. The 2024 report will be in the March 2025 edition.

# Advancing Justice

Accessible, quality legal help stabilizes individuals and families and strengthens communities. Every individual deserves access to help when facing a legal issue, a core belief that drives our work. In addition to growing the legal profession in ways that address unmet needs, several OSB programs provide free legal help and information to the public and support to our community partners.



Throughout 2024, we provided immediate assistance to the public through programs like Oregon Law Help, Free Legal Answers, and the Lawyer Referral Service. We also conducted an extensive analysis of community organizations, courts, lawyers, legal aid providers, and

other partners to assess gaps in services and best practices in access-to-justice work. This Gap Analysis will inform our long-term strategic planning initiative in 2025.

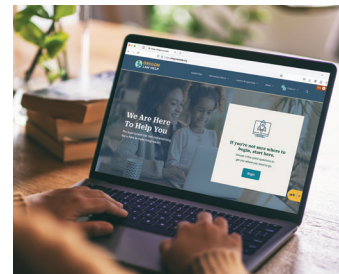
## Legal Services Program

The OSB also provides fiscal and regulatory oversight for civil legal aid organizations throughout Oregon. The Legal Services Program funds a statewide network of 18 civil legal aid offices. These civil legal aid offices serve Oregonians across all 36 counties, assisting in housing, family law, employment, personal safety, education, and health care issues. Funding for immigration legal services is an increasingly important part of this long-standing work. In 2024, we distributed **\$13.3 million in general civil legal aid** and **\$2.3 million in immigration legal services funding**.

In 2024, the LSP conducted an accountability review of legal services providers as part of its oversight role. This review established compliance with LSP's Standards and Guidelines for providing legal services and assisted providers by demonstrating areas for self-improvement.

## Oregon Law Help

The OSB launched Oregon Law Help in 2024, a new interactive website designed to improve how Oregonians access legal resources and assistance. This innovative platform emerged from extensive collaboration between key justice partners, including the Oregon Judicial Department, Legal Aid Services of Oregon, Oregon Law Center, Oregon Law Foundation, and Oregon Consumer Justice. We focused initially on family and housing law – two areas with Oregon's highest unmet legal needs.



The website features an intuitive interface, custom illustrations, and streamlined navigation that guides users to relevant legal information and services. Throughout 2024, the platform expanded to include content in both Spanish and English, with Chinese and Vietnamese translation slated for 2025.

The content focuses on high-need legal areas, including safety, housing, government benefits, and record expungement. The website includes practical how-to guides and step-by-step resources alongside traditional “know your rights” information. In 2025, Oregon Law Help will continue to evolve in collaboration with project partners.



## Oregon Law Help had 1.3 million views and 376,200 unique users.

The most accessed content areas addressed family law (divorce, custody, parenting time), housing (rent increases, lease violations, tenant rights), and employment (unemployment insurance). The interactive “guided help” pages are a top feature in early analytics.

## Free Legal Answers

Since 2023, the bar has offered Free Legal Answers (FLA), a virtual clinic where income-qualified Oregonians can submit civil legal questions online to be answered by volunteer attorneys. In 2024, the program referred 1,978 people to a lawyer or to additional resources for legal help. All 36 counties were served. We also expanded FLA with in-person clinics at each of Oregon's law schools, where 24 volunteer attorneys helped 96 law school students answer questions from across the state.

---

**In 2024, 165 volunteer lawyers answered 469 questions from low-income Oregonians through the Free Legal Answers program.**

---

## Legal Referral Services

Our Lawyer Referral Service received 140,649 phone calls and 16,793 online referral requests in 2024, the highest volume of inquiries in its history. The program referred 52,189 people to legal support. The Lawyer Referral Service also operates the Modest Means Program, which helps those who do not qualify for legal aid but still struggle to afford traditional legal services. In 2024, the Modest Means Program launched an online application accessible to the public, substantially streamlining the screening and application process.

## BarBooks® for Adults in Custody

BarBooks®, the OSB's online library of legal publications, is a primary tool for legal professionals researching Oregon law. The library is now available for free to all adults incarcerated in Oregon prisons. It averaged 535 logins from adults incarcerated in Oregon per month in 2024.



## Addressing Oregon's Legal Deserts

Rural Oregon faces an acute lack of legal services. In three Oregon counties – Gilliam, Sherman, and Wheeler – the district attorney is the sole practicing lawyer. In a 2023 survey of rural lawyers conducted by OSB's Oregon New Lawyers Division (ONLD), practitioners identified help with recruitment as a key need for law firms and government employers.

In September 2024, the ONLD hosted the first Rural Summit. Held at each of Oregon's three law schools, the summit hosted panels of rural practitioners, who discussed the unique opportunities of rural practice. Law students and attorneys networked while employers shared job opportunities with future OSB members. Attendance surpassed expectations, totaling more than 100 students from Lewis & Clark Law School, University of Oregon School of Law, and Willamette University School of Law. The summit will continue as an annual event.

The OSB recently expanded the criteria to qualify for its Loan Repayment Assistance Program (LRAP) to include rural practice as well as public service. LRAP provides forgivable loans of up to \$7,500 per year for student loan debt. In 2024, LRAP approved 18 loans, including four based on the new rural practice criteria.

The bar also approved two stipends for first-year law students to serve as judicial clerks in rural counties in 2025.



# Improving the Quality of Legal Services

The OSB offers robust support services to our members to ensure that lawyers and licensed paralegals have the tools to thrive professionally and meet the needs of their clients and the public.

As an integrated bar, the OSB goes beyond its regulatory role to provide:

- **Legal research tools** like Fastcase and BarBooks®.
- **Professional development** through continuing legal education programming, section support, and the Oregon State Bar *Bulletin*.
- **Ethics guidance** through the ethics helpline, the Bar Counsel column, and formal ethics opinions.
- **Support** for law students and new professionals through the New Lawyer Mentoring Program, Opportunities for Law in Oregon, and the Oregon Bench Bar Commission on Professionalism.

Present in all this work is an emphasis on well-being, diversity, equity, and inclusion. Studies by the American Bar Association and Harvard University show that the legal profession is at an elevated risk for substance use and mental health disorders, which can impede the ability of legal professionals to bring the highest quality of service to their clients. Meanwhile, a bar that draws from all segments of the communities we serve is able to offer legal services that are culturally accessible to clients and communities. This is essential to meeting our mission to serve justice and the public interest.

## Diversity, Equity, and Inclusion

The OSB's work building a bar that meets the needs of a diverse population is inseparable from our duty to increase access to quality legal help. In 2024, we increased diversity efforts across the bar through a joint retreat between OSB's Advisory Committee on Diversity & Inclusion and OSB's Diversity Section, and by deepening our relationship with Oregon's law schools. As part of our effort to recruit prospective lawyers from underrepresented backgrounds and encourage first-generation college students to enter the legal field, we partnered with the federal TRIO program and volunteer attorneys to host mock trials for middle and high school students.

## Providing Resources and Education

The OSB provides high-quality educational opportunities to help our members stay current on the law and meet mandatory education requirements. In the wake of the pandemic, we began offering in-person and on-demand courses to make them easier to access. We also increased support to OSB's 38 sections that host their own CLE programs.

- The CLE Seminars program hosted **106 live educational events**, including section programming, which generated **8,504 registrations** and featured **487 volunteer speakers and planners**.
- **2,946 on-demand educational courses** purchased by lawyers.
- **92% of CLE registrants** said the program they attended enhanced their understanding of the topic, and 90% would recommend it to a colleague.

**"I have already seen lawyers in court referring to the objection list on the front cover (of "Courtroom Companion"). I believe this book may become a model for other state bar publications around the nation."**

– Hon. Susie L. Norby, Clackamas County Circuit Court

## New Publications

Our Legal Publications department streamlined its publication process and released several revised legal guides. It also published two new titles, "Nonprofit Law in Oregon" and "Courtroom Companion: Oregon Evidence," a quick-reference resource for evidence law. "Courtroom Companion: Oregon Evidence" has been widely popular, with 308 copies sold to bar members in its first five months.

---

**“I have been in Oregon over eight years, and in that time, I made two good friends, but after this weekend, that number has exploded.”**

– 2024 OLIO orientation participant

---



For more than 25 years, Opportunities for Law in Oregon (OLIO), the OSB’s recruitment and retention program, has worked to increase the diversity of Oregon’s legal field by creating a welcoming, supportive legal community. The program’s annual orientation brings first-year law students, upper division students, judges, and attorneys from diverse backgrounds together in an informal setting to connect, share knowledge, and build a network of support. Its winter employment retreat prepares students to apply for summer legal positions with mock interviews, networking opportunities, and talks from employers and fellow students. Both programs are free to participants.

2024 was OLIO’s biggest year yet. One hundred percent of the orientation’s available spots were filled, and for the first time, it was expanded to a four-day event. Sixty volunteer judges and lawyers and 60 students from all three of Oregon’s law schools participated in OLIO.

## Promoting Well-Being, Cultivating Community

Law is often referred to as “the loneliest profession.” Lawyers have exceedingly high rates of chronic stress, depression, and substance abuse, raising serious concerns about the profession’s ability to provide high-quality legal services to clients and communities.

The OSB seeks to change that by creating a strong, supportive community of legal professionals. In 2024, the OSB and its sections saw a significant return to in-person events after the COVID-19 pandemic. We met that demand for more interpersonal connection with programs and events that emphasize well-being.

Our well-being events and courses were extremely well-attended, underscoring their importance. Two programs were particularly notable:

- **“The Well-Being Summit,”** a low-cost, virtual, and in-person seminar, had 142 registrants.
- **“Reset. Recharge. Reignite: Cultivating Capacity to Serve Our Communities and the Legal Profession,”** a free, virtual course hosted by 2024 OSB president David Rosen, had 669 registrants, the highest registration for a CLE course on the bar’s record.

For more than a decade, the OSB’s New Lawyer Mentoring Program has matched new lawyers with established practitioners, and last year, the program increased its mentor recruitment efforts.

- 503 mentors matched with new lawyers.
- 173 new mentors enrolled.



## \$50,065

Funds distributed to Oregon law students through our summer stipend program, which is now a partnership with OSB’s Business Law, Environmental and Natural Resources, and Taxation sections.

# Supporting the Judiciary

The OSB serves as a liaison between the bench, bar, legislature, and the public to advance a fair, effective, and accessible justice system. Our legislative priorities in 2024, a short-session year for the Oregon Legislature, were supporting court funding and legal services for low-income Oregonians and preparing for the long session in 2025.

## Indigent Defense and Low-Income Legal Services



At the beginning of 2024, Oregon's public defense oversight body underwent significant restructuring and became the Oregon Public Defense Commission. As part of its liaison role, the OSB participated in workgroups and provided valuable feedback on the transition of the public defense administration from the judicial to the executive branch.

We also prioritized access to civil legal services. In 2024, the OSB's public affairs team:

- Presented to the Interim Judiciary Committee on the state's crisis in self-represented litigants and efforts to expand capacity.
- Developed a policy option package in support of civil legal aid and immigration legal services.
- Put forth several bills on behalf of OSB sections to be considered in 2025. These include concepts related to remote proceedings intended to increase access to justice for rural litigants, a priority in our work.

## Connecting the Bench, Bar, and Legislature

The OSB facilitates collaboration between legislators, the bench, and the bar. We connect legislators and lawyers with relevant expertise, track bills of interest for OSB sections, inform bar members of statutory changes, and help OSB sections navigate the legislative process. The bar also works extensively with its sections and other community partners, educating them about the legislative process and supporting work to improve the administration of justice. During the 2024 short legislative session, we solicited legislative proposals from bar groups and published seven editions of the Capitol Insider, our widely read legislative and justice system advocacy newsletter.



**The Capitol Insider regularly updates bar members on critical initiatives and legislative work around the state.**

Its 8,000 subscribers show the need OSB members feel to stay informed of legislative activity and other leadership work throughout the legislative, executive, and judicial branches.





## Working with Courts and Communities

Collaboration with Oregon's courts is essential to the OSB's mission to ensure justice for all. We work with the Oregon Judicial Department and other stakeholders to secure adequate court funding and judicial compensation. The OSB also provides a platform for sharing issues that impact the administration of justice. Our work in this area is wide-ranging, from columns in the Oregon State Bar *Bulletin* that educate bar members about state court issues to events like our annual reception for legislators and bar members, co-hosted by the Oregon Supreme Court.

The OSB also facilitates the Oregon Campaign for Court Funding, a coalition of legal, community, and business leaders highlighting the essential role our courts play in our communities.

Through this collaborative work in the 2024 short legislative session, Oregon courts secured funding for new judicial positions in Jackson, Washington, and Clackamas counties, where populations have grown significantly in the last decade. Courthouse replacement projects in Clackamas, Benton, and Crook counties received authorization and funding, including approximately \$15 million for the new Clackamas County Courthouse and nearly \$7 million for the new Benton County Courthouse.



# Sustaining our Operations for the Long Term

The OSB's ability to advance our mission rests on maintaining a sound financial footing while ensuring our staffing and technological resources are sufficient to meet our public obligations.

The Board of Governors and the staff leadership team focus on both short- and long-term forecasts, trends in bar membership, law school enrollment, and broad economic indicators such as inflation, labor market data, and non-wage compensation costs.

Approximately two-thirds of the bar's revenue comes from licensing fees, with the remaining revenue coming from largely self-supporting programs such as Continuing Legal Education and the Lawyer Referral Service.

While the bar had predicted a slight decrease in members for 2024, we actually saw a small increase due to admissions through comity from other jurisdictions. We also maintain reserve funds in an investment portfolio that performed positively for the year. As a result, the bar ended the year in positive financial standing, with a strong emergency reserve and no need for a fee increase.



## MEMBERSHIP

15,654 active members  
5,093 inactive members

## FEES & ASSESSMENTS

2025 active member fee: \$683

Professional Liability Fund  
Assessment: \$3,500

## REVENUE & EXPENSES

Annual revenue: \$16.9 million

Annual expenses:  
\$16.7 million

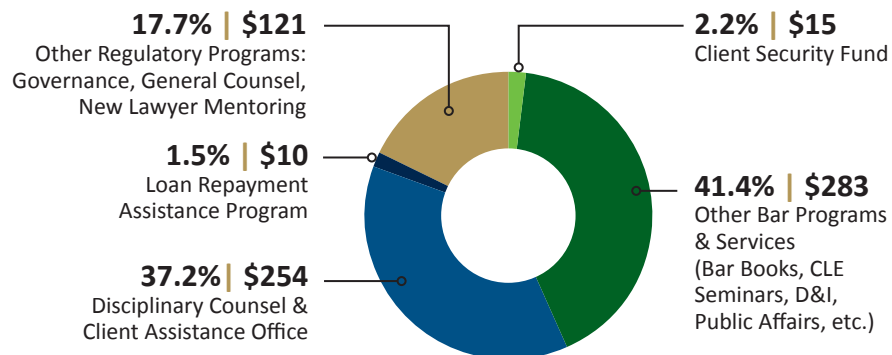
## VOLUNTEER ACTIVITY

Sections: 550 members on  
38 executive committees

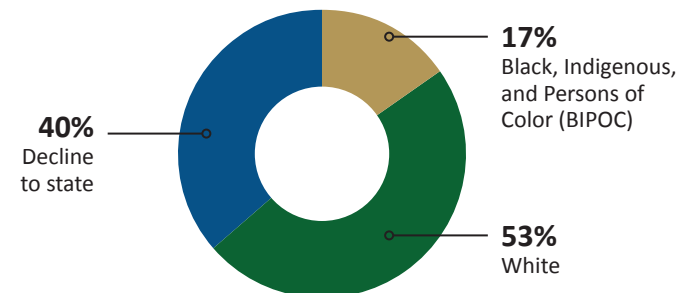
Committees, boards and  
councils: 525 members

Legislative volunteers:  
180 members

## MEMBERSHIP FEE



## DEMOGRAPHICS



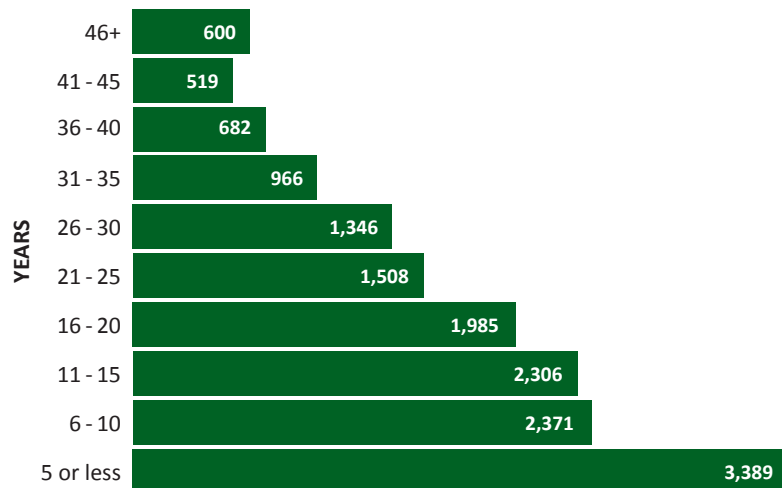
## Shifting Demographics and a Flattening Bar Membership

This positive outlook is tempered by projections that point to a declining bar membership in coming years. Bar membership in Oregon and nationally has been flattening over the last decade, and recently, the rate of retirement has accelerated.

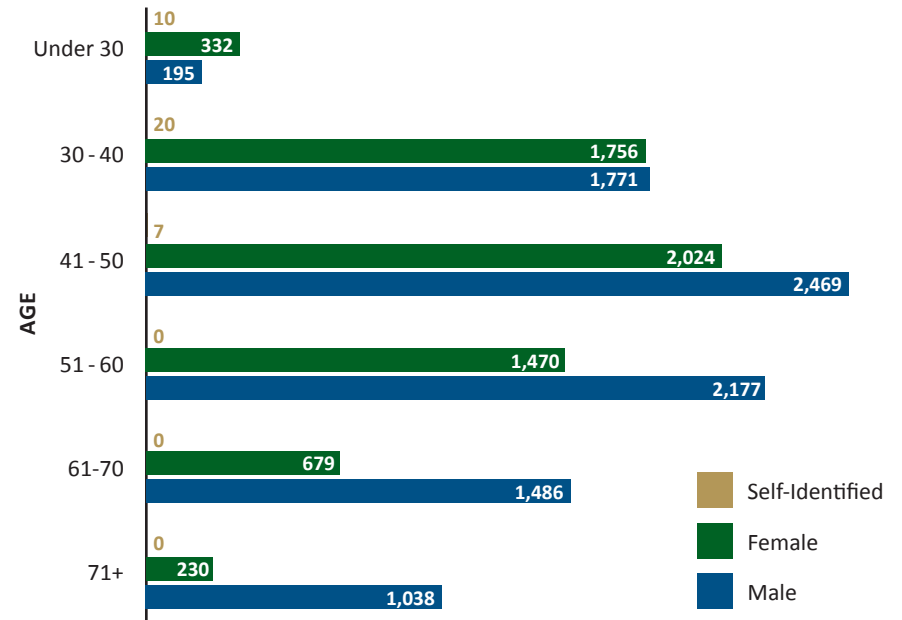
We currently have 2,130 active members who are 66 or older and 1,119 active members who have practiced for 41 years or longer. These data points in combined age/number of years of practice are strong predictors of retirement within two to three years. In 2024, we saw 543 active members transfer out of active practice. We anticipate that retirements will continue to accelerate at a rate that significantly outpaces the number of new lawyers entering the profession from law school.

This “baby boom” effect will impact the bar’s financial planning and, notably, its ability to meet the public need for legal services, particularly in already underserved populations and in rural areas of the state. Indeed, many communities in rural Oregon are already there – facing a crisis in legal services with not enough legal professionals to meet the public need.

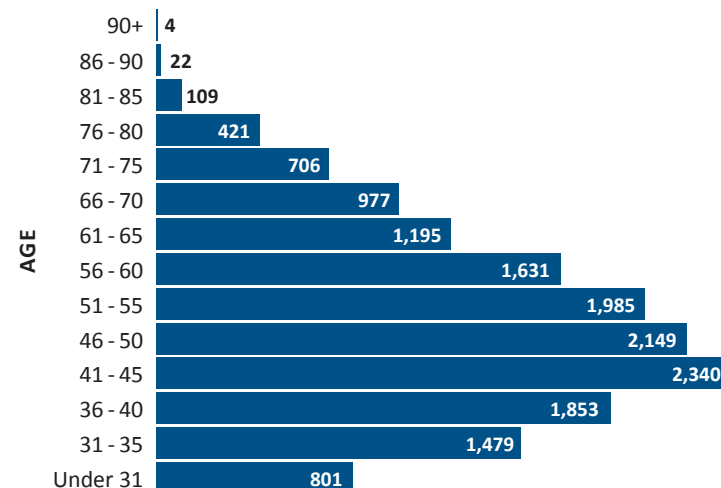
### YEARS IN PRACTICE – ACTIVE MEMBERSHIP



### ACTIVE MEMBERS BY AGE AND GENDER



### AGE OF ACTIVE MEMBERS





## Expanding the Bar

We've taken steps to address demographic trends in recent years, partly by focusing on expanding the bar and the legal profession to meet the needs of Oregonians. This work will continue, and our long-term planning will factor in fiscal pressures as well as additional steps to continue to advance the bar's mission.

**Comity** – Since moving from a “reciprocity” model of admitting licensed lawyers from other jurisdictions to a “comity” model, the OSB saw a slight increase in admissions from out of state.

**Licensed paralegals (LPs)** – This entirely new legal profession expands career opportunities in family and landlord-tenant law to whole new communities, which we expect to increase access to justice while adding new practitioners into the bar.

**Pipeline work** – The bar has several programs that reach into under-represented communities to promote trust in the justice system and grow a diverse bar to meet the needs of a diverse public. The OLIO program builds community at the law school level, and our D&I program connects with students as early as middle and high school to offer a positive introduction to the legal profession.

**Well-being programming** – The OSB and the Professional Liability Fund's Oregon Attorney Assistance Program have increased focus on well-being in the legal profession. High rates of mental health disorders impact the quality of legal services and prompt some practitioners to leave the profession. Our growing emphasis on well-being in the profession seeks to mitigate these impacts.

**Rural access** – The Oregon New Lawyers Division is working with members from rural communities to support their recruitment efforts and address a lack of legal services in some regions. This includes the now annual Rural Summit at all three law schools and the addition of rural practice as a criterion to qualify for the Loan Repayment Assistance Program's grant program.



## 2024 Bar Operations Fast Facts

The bar's operating budget for 2024 was \$25.9 million, and it ended the year in a net cash position of \$1.2 million.

---

We began the year with 90 Full-Time Equivalent (FTE) employees and ended with 90.5. We had a turnover rate of 5.6%, in keeping with our goal to remain under 10%.

---

The OSB continues to enhance cyber security as this landscape continues to evolve. In an early assessment of staff vigilance against phishing threats, the OSB performed well above average. The leadership team is now drafting a Cyber Incident Response Plan. This is an element of the bar's Business Recovery Plan, which guides leadership through any catastrophic event, such as a natural disaster, affecting bar operations. This work continues into 2025.

---

The OSB updated the Bar Center's HVAC system and software, resulting in a projected 24% decrease in use of carbon-based fuels starting in 2025.

---

# BOG Regions

## 2024 BOARD OF GOVERNORS

### Region 1

David Rosen, OSB President  
High Desert Law, Bend

### Region 2

Apolinar Montero-Sánchez  
Lourdes Sánchez, Eugene

### Region 3

Christopher Cauble  
Cauble & Whittington, Grants Pass

### Region 4

Elizabeth Inayoshi  
The Law Office of Elizabeth J. Inayoshi, Hillsboro

Matthew McKean  
McKean & Knaupp, Hillsboro

### Region 5

Gabriel Chase  
Chase Law, Portland  
Lee Ann Donaldson, Immediate Past President  
Nichols Law Group, Portland  
Stephanie Engelsman  
Youth, Rights & Justice, Portland  
Kellie Furr  
Cauble & Whittington, Portland metro area  
Megan Houlihan  
Perkins Coie, Portland

Myah Kehoe, President-Elect  
Kehoe Moneyhun Law, Portland

Nik Yanchar  
Yanchar Law, Portland

### Region 6

Tomás Hernandez  
Willamette College of Law, Salem

Rob Welsh  
Evashevski Elliott, Albany

### Region 7

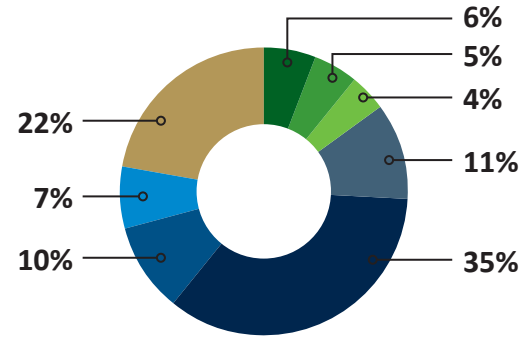
John Marandas  
Marandas Garcia Law Group, Lake Oswego

### Region 8

Kyle Sciuchetti  
Miller Nash, Vancouver, Washington

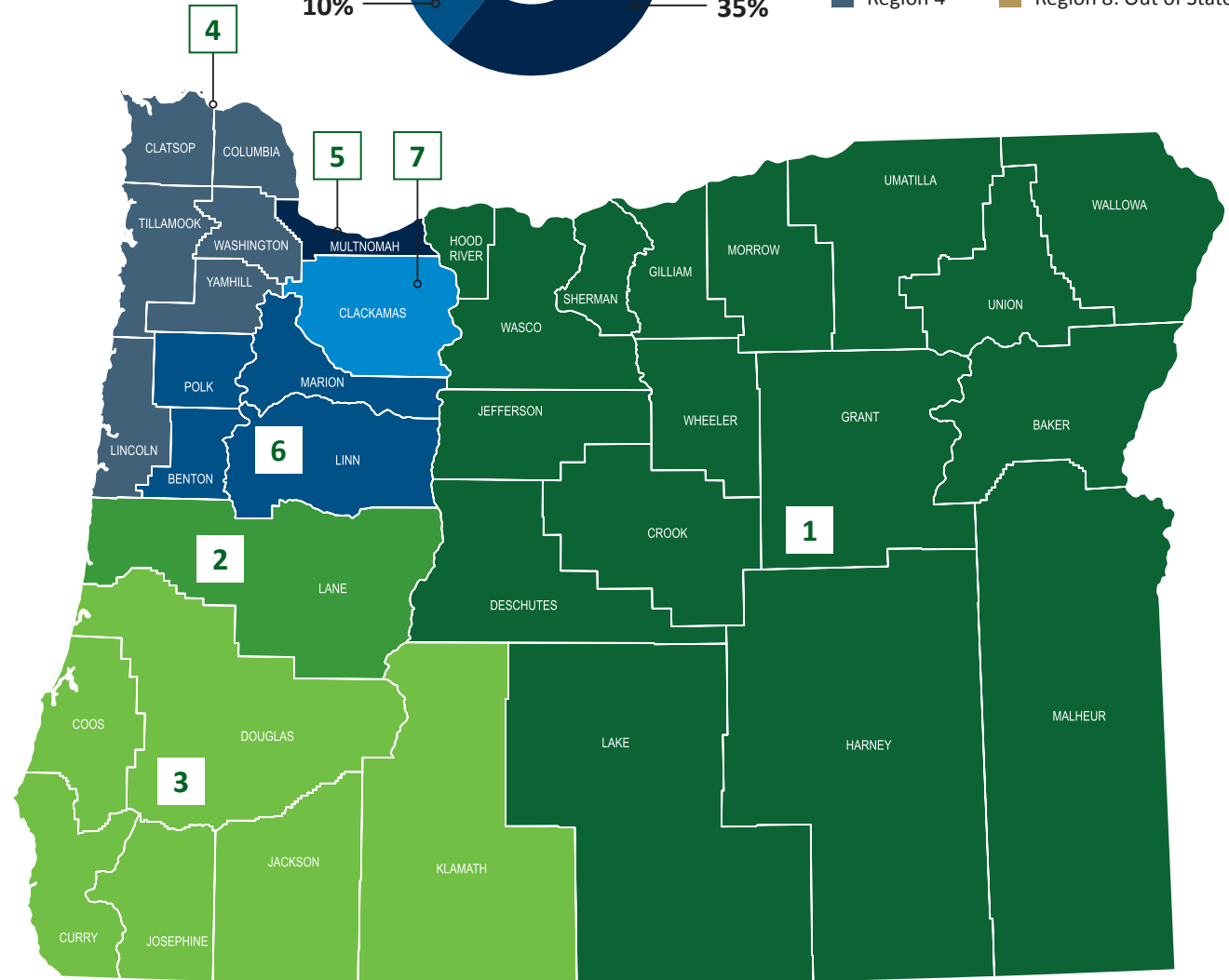
### PUBLIC MEMBERS

Candace Clarke  
Curtis Peterson  
Joseph Hesbrook  
Eddie Passadoré



## ACTIVE MEMBERS BY REGION

Region 1	Region 5
Region 2	Region 6
Region 3	Region 7
Region 4	Region 8: Out of State







Oregon State Bar

16037 SW Upper Boones Ferry Rd, Tigard, OR 97224  
503-620-0222 | [info@osbar.org](mailto:info@osbar.org) | [osbar.org](http://osbar.org)

