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**Member Retreat**

**May 18-20, 2023**

**Ketchum, Idaho**

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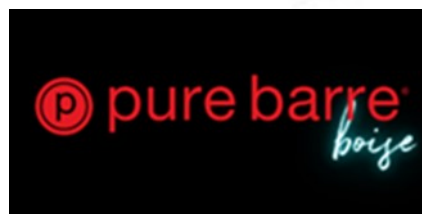


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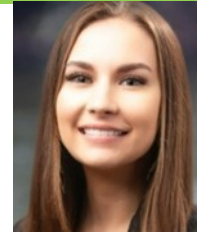
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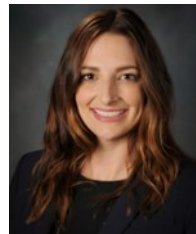
**Marissa  
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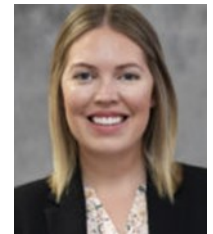
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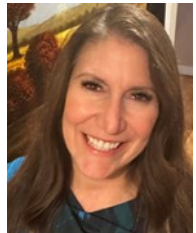
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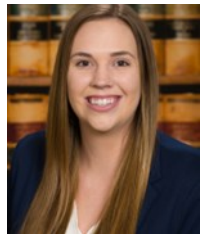
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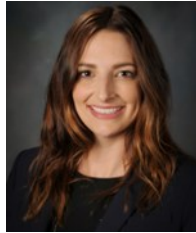


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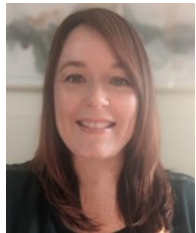


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# Share your photos!

## IWL Social Media

Please share your photos of the retreat with fellow IWL members! IWL is active on Facebook, Instagram, LinkedIn and Twitter.

### #IWLRetreat2023

In addition, the Chair of IWL's Communications Committee welcomes your photo submissions by email: [iwlmembers@gmail.com](mailto:iwlmembers@gmail.com).

**\*\*\*Photos may be shared by IWL via social media, on its website, or in future retreat materials. Here are a few photos from IWL's past retreats!**



**Fostering Success for Women in the Law (2016)**



**The Benefits of Risk (2018)**



**True to You: Authenticity at Work, Home & Play (2021)**

# Retreat Agenda

## Thursday, May 18

*Plenary (6:00 p.m. – 9:00 p.m.) (Silver Creek A)*

**6:00-9:00**      **Registration**

**6:00-9:00**      **Welcome Reception**

7:00-7:45 Networking Trivia Rounds One & Two

7:45-8:00 Welcome from IWL President & Raffle

8:00-8:45 Networking Trivia Rounds Three & Four

*Presenting Sponsor of the Welcome Reception*



*A La Carte (9:00-10:00 p.m.)*

**9:00-10:00**      **Meet-Up Poolside**  
BYOB

## Friday, May 19

*A La Carte (7:00 a.m. – 9:00 a.m.)*

**7:00-9:00**      **Complimentary Hotel Breakfast**

**7:00-8:00**      **Exercise for All**

Instructor: Brett Denton

Outside Silver Creek A

\*Bring the resistance band from your welcome bag

**7:30-8:30**      **Community Coffee**

\*Meet Chynna Castoro in Courtyard

\*BYOB

**8:30-9:00**      **Registration**  
Outside Silver Creek A

# Retreat Agenda

## Friday, May 19 (continued)

*Plenary (9:00 a.m. – 7:00 p.m.) (Silver Creek A & B)*

**9:00-9:05**      **Welcome from IWL Retreat Committee**

**9:05-10:05**      **Using Yogic Elements In Law Practice**  
Speaker: Lee Holcomb

[Raffle]

**10:15-11:30**      **The Next Act of My Career**  
Moderator: Emily Mac Master  
Panelists: Hon. Kira Dale, Amy Lombardo &  
Laurie Reynoldson

*Presenting Sponsor of the Next Act Panel*



[Raffle]

**11:45-1:15**      **Lunch & Keynote: Mindfulness for Lawyers**  
Keynote Speaker: Judi Cohen

*Keynote Address Presented by our Platinum Sponsors*





# Retreat Agenda

## Friday, May 19 (continued)

*Plenary (9:00 a.m. – 7:00 p.m.) (Silver Creek A & B)*

**1:30-2:30**

### **Leadership in Law & Community**

Moderator: Deborah Ferguson

Panelists: Leslie Hayes, Christine Neuhoff & Ally Orr

**2:30-3:30**

### **Q&A with Employers on Best Practices**

Moderator: Hon. Annie McDevitt

Panelists: Nicole Hancock, Tara Malek & Zoe Ann Olson

*Presenting Sponsor of the Q&A with Employers*



[Raffle]

**3:45-4:45**

### **Implicit Gender Bias in Ethics Opinions**

Speaker: Hon. Mary Pat Gunderson

*Presenting Sponsor of the Ethics Hour*



[Raffle]



# Retreat Agenda

## Friday, May 19 (continued)

*Plenary (9:00 a.m. – 7:00 p.m.) (Silver Creek A & B)*

**5:00-7:00 IWL Annual Meeting & Social Hour**

*Presenting Sponsor of the Social Hour*



*A La Carte (7:00 p.m. – 10:00 p.m.)*

**7:00-8:30 Meet-Up in Hotel Lounge**

**8:30-10:00 Meet-Up Poolside**  
\*BYOB

## Saturday, May 20

*A La Carte (7:00 a.m. – 8:00 a.m.)*

**7:00-8:00 Complimentary Hotel Breakfast**

**7:00-8:00 Community Coffee for Newer Attorneys**  
\*Meet Rachel Kolts & Dixie Milliken in Courtyard  
\*BYOB

**7:00-8:00 Community Coffee for Mid/Late-Career Attorneys**  
\*Meet Emily Mac Master & Lisa Nordstrom in Courtyard  
\*BYOB

# Retreat Agenda

## Saturday, May 20 (continued)

*Plenary (8:00 a.m. – 11:05 a.m.) (Silver Creek A)*

**8:00-9:00**

**Book Club: *Grit* by Angela Duckworth**

Moderators: Brenda Bauges & Wendy Couture

\*You are welcome regardless of whether you have read the book yet

[Raffle]

**9:15-10:15**

**Yoga for All**

Instructor: Lee Holcomb

\*Bring the yoga mat from your welcome bag

[Raffle]

**10:30-11:00**

**Mindfulness Practice**

Instructor: Judi Cohen

**11:00-11:05**

**Closing Remarks from IWL Retreat Committee**

[Raffle]

# Keynote Speaker



## Judi Cohen

Judi Cohen (she/her) is an attorney, lecturer at Berkeley Law, and long-time student of mindfulness and yoga. She is interested in how mindfulness can support lawyer wellbeing, help create a more just society, and encourage a more harmonious relationship with the planet. In service of these aspirations, in 2010 Judi founded Warrior One to offer mindfulness training to the legal profession, and in 2016 began the Wake Up Call for Lawyers, a weekly online mindfulness gathering and podcast for the legal community. She also created and continues to co-lead Warrior One's bi-annual Mindfulness in Law Teacher Training, a unique training for those interested in deepening their own mindfulness practice and learning to teach mindfulness to the legal profession and to law students. She is a co-facilitator of the annual Law and Social Change Jam, a project of Yes!, as well as a founding board member and co-chair of the Mindfulness in Law Society, where she serves as chair of the Teachers Collective and as a member of the Diversity, Equity, and Inclusion Collaborative. Judi lives as an uninvited guest on the lands of the Coast Miwok and Pomo tribes in what is commonly known as Sonoma, California, with her partner and their mini-labradoodle, Bleue. Judi's email is [Judi@WarriorOne.com](mailto:Judi@WarriorOne.com) and she would love to hear from you.

# Speakers (alphabetical)

## The Honorable Kira Dale



The Honorable Kira L. Dale is a magistrate judge in Ada County. She assumed her judicial duties in January 2019 as a family law judge. She now presides over a domestic violence court calendar, is a member of the Idaho Supreme Court legislative review team, and participates in the Judicial Education Network Fellowship Program. Prior to her appointment, Judge Dale was a partner with the law firm then-known as Hepworth, Janis, and Klukdsal and served on the boards of the Idaho Trial Lawyers Association, the American Association for Justice, Idaho Women Lawyers, and the Litigation Section of the Idaho State Bar. Judge Dale graduated from Duke University in 1993. After teaching at the high school and elementary school levels, she enrolled at the University of Utah S.J. Quinney School of Law. Upon graduation, she was nominated to the Order of the Coif, earned a Certificate in Natural Resources and Environmental Law, and was recognized with the 2002 National Association of Women Lawyers Award.

## Deborah Ferguson



Deborah Ferguson, a Partner in Ferguson Durham, PLLC, is an accomplished litigator with 34 years of experience representing both plaintiffs and defendants in complex civil cases. Deborah has served as lead counsel in cases of national significance, such as a successful constitutional challenge to Idaho's same sex marriage ban. Deborah is engaged in significant professional activities and has been recognized by her fellow attorneys, serving as an Idaho State Bar President in 2011, and a Bar Commissioner from 2008-2011. IWL honored Ms. Ferguson with its highest tribute, the Kate Feltham Award, a tribute to individuals who have made extraordinary efforts to promote equal rights and opportunities for women and minorities within the legal profession and justice system. She was also the recipient of the Idaho State Bar Association 2018 Professionalism Award, the Idaho Community Catalyst Award and the ACLU of Idaho's Dave Judy Civil Rights Service Award in 2015, along with her partner, Craig Durham.

# Speakers (alphabetical)

## The Honorable Mary Pat Gunderson



In 2011, Mary Pat Gunderson was appointed District Court Judge in Polk County, Iowa, where she presided over both criminal and civil trials. In recognition of her courageous scholarship in support of women in the legal profession, the Iowa Association of Women Attorneys awarded Judge Gunderson the 2020 Arabella Mansfield Award. Prior to her appointment to the bench, Judge Gunderson served as a Polk County Magistrate and as an Assistant Polk County Attorney. She graduated from the University of Iowa College of Law in 1988. Upon retiring in 2017, Judge Gunderson co-founded the Iowa Center for Children's Justice. She currently splits her time between Des Moines, Iowa, and Ketchum. Her presentation is drawn from her 2018 article in the *Georgetown Journal of Gender and the Law*. Since the article's publication, she has presented her research on implicit gender bias in the judiciary to numerous organizations, including the National Association of Women Judges.

## Nicole Hancock



Nicole Hancock is a partner in Stoel Rives' Litigation group. A trial attorney who has successfully first-chaired trials in federal and state courts, arbitrations, and various regulatory actions, Nicole also serves as outside general counsel for mid-sized companies, relying on her experience gained as in-house counsel to a global seed company to provide legal services that mitigate against corporate risk and exposure. She has worked with processing, manufacturing, and other agriculture companies as well as entities in the beer and wine manufacturing and distribution industry. Nicole has been included in The Best Lawyers in America® since 2017 and in the Chambers USA rankings since 2011. She serves on Stoel Rives' Executive Committee and is a past recipient of IWL's Kate Feltham Award. Nicole received her law degree, *magna cum laude*, from Willamette University College of Law and undergraduate degree from Western Oregon University.

# Speakers (alphabetical)

## Leslie Hayes



Leslie Hayes joined the Idaho Office of Administrative Hearings in November 2022. Before that, she spent ten years with the Office of the Attorney General in the Civil Litigation Division. Prior to joining the Attorney General's Office, Leslie worked in private practice in insurance defense and clerked for the Idaho Supreme Court. Leslie has represented clients in all Idaho state courts, the United States District Court for the District of Idaho, the Western District of Washington, the Ninth Circuit Court of Appeals, and the United States Supreme Court. Leslie attended the University of Portland and Gonzaga University School of Law, graduating *cum laude*. She is active in the bar, volunteering to grade bar exams and serving as a member of the Appellate and Litigation Section Governing Council. She is currently serving as the President of the IWL Board. Leslie is the recipient of the Idaho State Bar's Service Award and Idaho Business Review's Women of the Year and Leaders in the Law Award.

## Lee Holcomb



After starting her legal career as a defense attorney in Tennessee, Lee Holcomb worked in both Poland and India. In Chennai, she took a position with an international Legal Process Outsourcing (LPO) company that provides legal support services to large U.S.-based companies and law firms, eventually becoming C.O.O. and Director of Legal Solutions. Lee is now in the third stage of her legal career: she works with Consilio as the Director of Operations for Enterprise Legal Solutions and as an author, speaker, consultant, and yoga/wellness coach for stressed-out attorneys. She has published two books, *Lifestyle Lawyer*, *The Female Attorney's Guide to Designing a Law Career You Love* and *Lawyer Yoga, Calm the Mind and Bring Focus to Work*. Lee's time in India also allowed her to deepen her yoga practice, and she received her certification to teach yoga from the Ashtanga Vinyasa Yoga Shala in 2010. Lee is a managing board member of the Mindfulness in Law Society.



# Speakers (alphabetical)

## Amy Lombardo



Amy Lombardo is an Ada County Deputy Public Defender. She is appointed to represent individuals accused of a crime who cannot afford counsel. She has been in her current position since August 2022. Amy graduated from the Antonin Scalia Law School at George Mason University in Arlington, Virginia in December 2005. Since then she has practiced in litigation – as an associate in a small insurance defense law firm in Virginia and as an associate and shareholder at Parsons Behle & Latimer in Boise. While at Parsons Behle, she was also a registered lobbyist for select clients. Prior to law school she worked in Washington, D.C. for the Idaho members of the United States Senate and House of Representatives, and she began her early work in politics for the Kempthorne Campaign for Governor in 1999 and the Governor’s Office in 2000. She has been a member of IWL since moving back to Idaho in 2011, and has previously served as a member of the IWL Board and as Vice President of the organization.

## The Honorable Annie McDevitt



Annie McDevitt was appointed a Magistrate Judge for the Fourth Judicial District, State of Idaho, in April 2018. She currently presides over a domestic violence court calendar. Judge McDevitt previously presided over a general criminal calendar, family law and civil protection orders. Judge McDevitt is a member of the Idaho Criminal Jury Instruction Committee, Misdemeanor Sentencing Committee, Idaho Supreme Court Legislative Review team and serves as the Fourth Judicial District Representative for the Magistrate Judges Association. Before taking the bench, Judge McDevitt was in private practice, primarily practicing criminal law. She also taught Evidence and Criminal Law Practicum as an adjunct professor at Concordia Law School. Judge McDevitt received her bachelor’s degree in Business from the University of Oregon and Juris Doctor from the University of Utah, S.J. Quinney College of Law, where she graduated with honors.

# Speakers (alphabetical)

## Emily Mac Master



Emily Mac Master is the principal of MacMaster Law PLLC. For 27 years, Emily has litigated civil rights, employment, professional licensing and business disputes in the federal and state district courts and appellate courts. She also has in-depth experience prosecuting and defending federal and state administrative proceedings. Emily earned her J.D. from UCLA in California in 1995. In 2021, after raising two amazing humans into adulthood, Emily launched her own law firm. With her newfound freedom, Emily now takes pride in using her voice to speak up for reproductive health, equal protection, and free speech rights, and she focuses upon litigation to protect and advance the civil rights of individuals. In 2022, she taught Civil Rights Litigation as an adjunct professor at the UI College of Law. She is a member of the Board of Directors for IWL, a Bencher in the Inns of Court, and a past Chair of the Employment and Labor Law Section and the Government and Labor Law Section of the Idaho State Bar.

## Tara Malek



Tara Malek is a litigator and co-owner of Smith + Malek, PLLC which has offices in Spokane, Coeur d'Alene, Tri-Cities and Boise. She is an Idaho licensed attorney practicing in state, federal, Puyallup Tribal Court and Coeur d'Alene Tribal Court in business and commercial litigation and has experience in both civil and criminal law. Previously, she worked as a Kootenai County Deputy Prosecutor, a Special Assistant United States Attorney, and an Assistant United States Attorney at the United States Attorney's Office in Boise. Tara is Iranian American. She was born in England and was raised in Iran, Washington, and Arizona. She holds a B.A. in political science from the University of Arizona in Tucson, and she moved to Idaho in 2008 to attend the University of Idaho College of Law. She graduated with her J.D. in 2011. In her spare time, Tara enjoys fly fishing, back-country skiing, bouldering and biking.

# Speakers (alphabetical)

## Christine Neuhoff



Christine Neuhoff has over 25 years of combined legal and health care leadership experience. She joined St. Luke's Health System in 2008, where she serves as Senior Vice President and Chief Legal Officer. She was recently appointed by Governor Little to serve on a Judicial Appointments Committee. She currently chairs the board of the Cherokee National Historical Society and was appointed by the Principal Chief of the Cherokee Nation to lead the Cherokee Nation Task Force to Protect Women and Families. She also chairs the Idaho Liability Reform Coalition and the Healthcare Subcommittee of the Idaho Association of Commerce and Industry. IWL honored Christine with the Notable Achievement Award in 2022 for her work on pandemic issues. She received her undergraduate degree from Dartmouth College, her Juris Doctor from the University of California at Berkeley, and her Master of Business Administration from the Massachusetts Institute of Technology, Sloan School of Management.

## Zoe Ann Olson



Zoe Ann Olson has served as the Executive Director of Intermountain Fair Housing Council, Inc. for over ten years. She has 14 years of experience as an attorney with Idaho Legal Aid Services, Inc. where she served as the Housing Specialty Chair and Fair Housing/Lending Project Director. Zoe Ann has extensive fair housing training via John Marshall University, Seattle University, University of Minnesota School of Law, HUD, ISTEP, Accessibility First, National Consumer Law Center, National Fair Housing Alliance, and AARP. She was a speaker at the Idaho Affordable Housing Management Association's Annual Conference in 2016, Washington/Oregon Association of Planners Conference, the Fair Housing Law & Litigation Conference in San Diego in 2017, Housing Solutions in 2020, the National Low Income Housing Coalition in 2021, and fair housing training throughout the State of Idaho from 2016-22. In 2022, she was honored with the IWL Bertha Stull Green Award and as the Inns of Court Unsung Hero.

# Speakers (alphabetical)

## Ally Orr



Ally Orr is a recent Boise State University graduate who spent her senior year crowdfunding for the newly endowed “Women in STEM, Medicine, and Law” scholarship at BSU. Her inspiration came after a BSU professor, on a national level, discouraged women to pursue STEM, medicine, and law. Over the course of nine months, Ally crowdfunded over \$200,000 with an additional \$250,000 estate commitment. Ally currently works at Applied Materials as a business analyst in their sales operations department and manages their customer relationship platforms. In her spare time, she focuses her energy on developing her portrait photography business and studying for the LSAT. Ally’s passion for law developed after a federal investigation and several lawsuits were brought against the scholarship. With a law degree in her future, Ally hopes to continue to advocate for women and ensure women are supported in their endeavors to uplift their communities.

## Laurie Reynoldson



Laurie Reynoldson is a recovering attorney and former box-checker, people-pleaser and achievement junkie. After climbing the corporate ladder, and earning the promotions, the titles and the partnerships, she found her life as an attorney was lacking fulfillment and satisfaction. At 45, she decided that working another 20 years in a career where she was profoundly unfulfilled was riskier than making a change. So she quit the law. In 2020, Laurie launched Act III Coaching and the School of Midlife™, offering programs, personal development and coaching courses for midlife women. Laurie lives in Boise with her husband Mike and their very good boy Theo. She’s a pretty decent cook who loves entertaining, a mid-pack runner who’s completed ten marathons, one half-Ironman and the 29029 Everesting endurance challenge, and a mediocre tennis player with a killer forehand but a very inconsistent serve. She loves traveling to Europe, lying in the sun on a tropical beach, and snow skiing in Sun Valley.