

MEMORANDUM

To: NALP Board of Directors

From: Shannon Callington, Co-Chair, Well-Being Section
Yoonhwi Cho, Co-Chair, Well-Being Section

Date: February 2, 2026

RE: Well-Being Section Q4 Board Report

I. Section Meetings

The Well-Being Section met on Tuesday, December 16, 2025 and hosted about 20 members. We discussed our most recent Well Being Circles, how firm Wellness Committees are supporting Well-Being, and the broader topic of where well-being initiatives live and who is responsible for them within firms and legal organizations (stay tuned for a program on this topic in March!).

We will hold our quarterly meeting on Tuesday, February 17, 2026. We will share the agenda with the Section members closer to date. Similar to past meetings, we attached a calendar invite to this meeting in the NALP Connect announcement.

II. Well-Being Champions

We have received confirmation of the following Well-Being Champions to date.

<u>SECTION</u>	<u>WELL-BEING CHAMPION</u>
Canadian	
Diversity, Equity, & Inclusion	Nada Llewellyn, Herbert Smith Freehills Kramer
Experienced Professionals	
International & Advanced Degree Advising and Recruiting	
JD Career Advisors Section	Patrick Niebauer, New England Law
Judicial Clerkship Section	
Law Student Professional Development	
Lawyer Professional Development	
Legal Employer Alumni Relations/Programs	Philip Sanford, Freshfields
Newer Professionals	Erica Peacock, Gonzaga Law
Public Service	
Recruiting	Sara Kakuris Murrell, Morrison Foerster
Small and Solo Career Services Offices	Casey Parker, Southern Illinois University
Small and Mid-Size Firm	Sherry McLamb, Smith Law
Lawyer Onboarding & Integration Interest Group	Andrea Korphage, Quarles & Brady

III. Work Groups & Charges

A. Annual Education Conference/*Bulletin+* Article and Webinar Planning

We will continue to remind the members to register for the AEC and opportunity to author a *Bulletin+* article. We are currently coordinating the Well-Being Section meeting at the AEC, in collaboration with the section Board liaison, Shannon Burke.

**B. Wellness Fundamentals / Well-Being Circles
Vice Chair: Kendra Brodin, EsquireWell**

On November 18, 2025, Kendra Brodin hosted a Well-Being Circle with guest speaker, Andrea Lindemann Gilliam, Leadership Coach, Conflict Facilitator on financial wellbeing.

Session Details

Title: Finding Your Holiday Connection Compass: Navigating Difficult Conversations with Grace

Description: As the holidays approach, many of us find ourselves anticipating conversations that test our patience and composure - navigating family dynamics, managing expectations, or wading into polarizing topics. This NALP Well-Being Circle offers a supportive space to pause, reflect, and get grounded before the holidays.

Led by Andrea Lindemann Gilliam, Leadership Coach and Conflict Facilitator, this interactive session invites you to learn and reflect alongside fellow NALP members. Together, you'll explore practical tools to communicate with curiosity, respond with intention, and set boundaries with integrity. You'll leave with your own "Holiday Connection Compass" to help you stay centered, connected, and at ease throughout the season.

Recording Link: Well-Being Circle Recording

The Well-Being Circles continue to be a key initiative for the Well-Being Section. All Well-Being Circles meetings in 2025 held over 100 attendees per session.

Upon review of the recent Board report, a member reached out to the Section chairs with an offer to explore a potential collaboration on stress resilience, regulating the nervous system, and improving cognitive clarity in high-pressure professional environments. The chairs connected the member to Kendra as the programming was deemed best suited through the Well-Being Circles.

Upcoming Well-Being Circles for March and May are still in the works and will be announced as soon as the guest speakers are confirmed.

**C. Best Practices Guide and Resource List
Vice Chairs: Kim Underdown, St. Mary's and Claire Makhoul, Crowell & Moring**

The Best Practices Guide is progressing at a sustainable pace relative to current internal capacities. The chairs are fine-tuning the details to make sure the guide is as helpful and accurate as possible before it is shared.

**D. Well-Being in the Recruitment Process
Vice Chair: Tara Rhoades, The Sanity Plea**

The updated *Guide to Well-Being in the Recruitment Process* is expected to be finalized by end of March 2026.