

THE GBA NEWS DOCKET

VOLUME 69, NUMBER 5; JANUARY 2020



Eric A. Richardson
*President of the
Greensboro Bar
Association*

Message from the President

Happy New Year, members! Let's talk about resolutions! What do you have planned for 2020? For example, is a new diet or physical fitness program in order? Or, perhaps, a donation to a worthy cause? But maybe your health is in a good place or your finances are tight at the moment. If you are struggling with ideas for a New Year's Resolution, how about some inspiration?

If you are a sports fan, you may have noticed recently that college football Heisman Trophy winner Joe Burrow from LSU used his acceptance speech to highlight poverty. Among other things, he said, "... I'm up here for all those kids in Athens and Athens County (Ohio) that go home to not a lot of food on the table.... You guys can be up here too." That speech inspired more than \$150,000 in donations to a food pantry in his Ohio hometown. Or maybe you recall how Nathan Bain's buzzer beater on November 26, 2019, took Stephen F. Austin over No. 1 ranked Duke at Cameron Indoor Stadium and then led to over \$125,000 in donations to a GoFundMe campaign to benefit Bain's family from Freeport who lost everything in Hurricane Dorian.

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should incorporate into their business plan for 2020
is a commitment to Pro Bono Service.
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You may not have the platform that these star athletes had, but most of us have time. One goal that all Greensboro Bar Association lawyers should incorporate into their business plan for 2020 is a commitment to Pro Bono Service. Rule 6.1 of our Rules of Professional Conduct states quite clearly that "every lawyer has a professional responsibility to provide legal services to those unable to pay." Some lawyers already work in a field that is, by definition, public service. And others already give generously of their time to community or civic organizations. Despite these leaders, our disadvantaged community continues to be underserved with legal services. And in case you haven't re-visited Rule 6.1 recently, the rule sets an aspiration for all lawyers to render at least 50 hours of pro bono legal services per year. Are you aspiring to this goal?

The Greensboro Bar Association believed this service goal was so important that we created the Herb Falk Society to recognize members who exceed the aspirational goal of 50 hours, and instead log at least 75 hours of Rule 6.1 pro bono legal services annually. And while we recognize several of our colleagues for meeting this goal each year, I wonder why we don't have more. I suspect it's not that we don't have attorneys meeting this goal. Instead, I believe some choose not to seek this recognition. Regardless of the reason, I encourage all to seek membership in our Herb Falk Society because like Joe Burrow and Nathan Bain, sometimes gaining a recognition highlights a worthy cause or a community need in a way that inspires others to do the same.

You can contribute news or topics of interest to the GBA by contacting Editor Allie Petrova:
petrova@petrovalaw.com

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JANUARY CALENDAR NOTES

- January 8 Board Meeting,
4:00 PM, Self Help Building
- January 15 YLS Board Meeting,
12:00 PM, Schell Bray
- January 16 Member Meeting,
12:30 PM, Greensboro Country Club
- January 16 YLS Rule of Law Discussion and
Networking,
5:00 PM, Elon Law School, Room 207
- January 19 Potter's House,
9:00 AM, 305 West Gate City Boulevard
- January 20 Submission Deadline
for February Newsletter

[Click to keep up with GBA Events Online](#)

[Click Here for Legal Community Events](#)

CONNECT WITH US!



[GBA Young Lawyers Section](#)

[Greensboro Bar Association](#)

Wellness Corner

Boost your serotonin.

Boost your mood.

With sunlight, exercise, and diet.

*Allie Petrova,
Editor*

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VOLUNTEER AT POTTER'S HOUSE

Volunteers are needed to serve food to the less fortunate at the Urban Ministry's Potter's House. Shifts are from 9:00 AM to 12:30 PM on the following Sundays:

January 19, 2020

April 19, 2020

February 16, 2020

May 17, 2020

March 15, 2020

This is a great opportunity to give back to the community in the company of fellow bar members.

Please email Molly Hilburn-Holte at molly@erlaw-nc.com if you are able to help. Write POTTER'S HOUSE in the subject line.

NEW MEMBERS

Approved on December 11, 2019

Elliot C. Clark-Farnell
Guilford Public Defender
Endorser: Richard W. Wells

Sara M. Farnsworth
Endorser: Patrick Lineberry

John Hall Francis Greenbacker
J.E. Greenbacker & Son, PLLC
Endorser: Nicholas A. Spivey

Holly Oner
Legal Aid of NC
Endorser: Stephen E. Robertson

Gregory K. Sigmon
Unifi, Inc.
Endorser: J. Grant Sigmon

SUBMISSIONS TO THE GBA NEW DOCKET: Submissions for consideration for the Greensboro Bar Association Newsletter should be made to petrova@petrovalaw.com. All written submissions should be made in Word format and should be in complete and final form, and any photographs should be submitted in jpeg format. Any photographs submitted should contain a caption identifying the person or persons in the photograph and, where applicable, other information necessary to understand the context of the photograph. Submissions made in other formats, including e-mail text submissions, may not be considered for publication.



Camille Stell
is President and
CEO of Lawyers
Mutual Consulting
& Services. Continue
this conversation
by contacting
Camille at [camille@
lawyersmutualnc.com](mailto:camille@lawyersmutualnc.com)
or 800.662.8843.

A SABBATICAL IS GOOD FOR THE SOUL

It is widely believed that Harvard University was the first institution of any kind in the U.S. to offer a system of sabbatical leave when it established a program for faculty in 1880.

McDonald's USA is reportedly the first corporation to offer a sabbatical program, which it began in 1977.

While sabbatical details vary from company to company, research suggests an upward trend in sabbaticals is due to two primary factors. The Harvard Business Review says, "Sabbaticals and extended vacation time are not just good for employees to rest and recharge – they benefit the organization by stress-testing the organizational chart and providing interim roles to allow aspiring employees to take on more leadership."

The same article reports that most research done on the effect of sabbaticals has been conducted by studying professors in academic settings; however, the results should be considered by those outside of academia as well.

One study compared 129 university professors who took a sabbatical versus equally qualified professors who elected not to take a sabbatical. Both groups were surveyed before, during, and after the sabbatical to assess stress levels, psychological resources, and life satisfaction. The research found that those who had experienced the sabbatical reported a decline in stress and an increase in psychological resources as well as overall life well-being. Even more importantly, these positive changes remained long after the professors returned to campus life, suggesting that not only do the employees benefit from the time away, but also the organization benefits from the well-rounded health of the employee upon return.

LAWYERS MUTUAL SABBATICAL POLICY

In 2019, Lawyers Mutual implemented a sabbatical policy. Each eligible employee is allowed four weeks paid sabbatical time, with the ability to add one week of earned vacation to the time off. The employee commits to

staying two years after the sabbatical or they must repay the company the cost of the time off. An important component of the policy is that one week of sabbatical leave must be devoted to professional development or service to the community.

MY SABBATICAL

My sabbatical began in late September. I spent three days in leadership training at the Biltmore Center for Professional Development. While the content and classes were exceptional, the experience of extended time on the Biltmore property felt in line with the concept of sabbatical refreshment, including beautiful mountain scenery, time spent in nature, and time spent in solitude away from the demands of both office and home. Once I returned home, I spent two days volunteering at a local thrift store where all proceeds benefit victims of domestic violence.

The big finale to my sabbatical was a trip to Italy. My husband and I traveled with a Meredith College alumnae group to Florence and Tuscany for 11 days, which included cooking school in Tuscany. It was our first trip to Italy and the perfect sabbatical trip, both educational and restorative.

MANAGING THE WORK

Preparation to be out of the office for a vacation or conference requires plenty of planning. Preparing to be out for five weeks required planning on steroids. However, everyone in my circle went out of their way to assist. I had clients who wanted to get on my calendar, and we were able to schedule a date before the sabbatical, leaving me with a quick turnaround on their work product. They were very accommodating. I was able to meet the deadline and I offered to be available during my time off if they had immediate needs. However, they respected the schedule and waited until I returned for follow-up.

My work colleagues Sharon Sparrow and Mark Scruggs lightened my load as well. Sharon assisted by monitoring my phone calls, email, snail mail and calendar requests. Mark agreed to handle phone calls from clients and

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Andrew Steffensen is President of the Greensboro Bar Association's Young Lawyers Section and is an attorney with Schell Bray PLLC.

Young Lawyers Section: Connections

Happy New Year! The Young Lawyers Section is so excited for the new year and for your participation in 2020. We look forward to celebrating with all of our members!

Lawyers and the Rule of Law Event

On January 16, 2020, the Young Lawyers Section is sponsoring a networking and educational event discussing lawyers and the rule of law. The event will be held from 5:00 p.m. to 7:00 p.m. in Room 207 of Elon Law School.

The rule of law is a hot topic, but it is also part of the fabric of our society. What is it? Why is it so important? Do attorneys have a role to play in promoting the rule of law? Join us for a conversation with Dr. Gerald Postema, Professor Emeritus of philosophy at UNC Chapel Hill, and Kearns Davis, former president of the North Carolina Bar Association. Dr. Postema will elaborate on the value of the rule of law and the role attorneys can play in strengthening it. Mr. Davis will share reflections on the rule of law from his experience as head of the North Carolina Bar Association Delegation to Haiti. Hors d'oeuvres and beverages will be provided. Elon Law students and attorneys are encouraged to attend. Please RSVP by January 10 to Patrick Lineberry (patrick.lineberry@forrestfirm.com) and Andrew Steffensen (asteffensen@schellbray.com).

Kickoff Party

The Young Lawyers Section will be hosting its annual kickoff party in January. Please check the Young Lawyers Section Facebook page and keep an eye on your inbox for details!

Lunch Event

In January the Young Lawyers Section will host its first lunch event of 2020. The date, time, and place will be announced on the Young Lawyers Section Facebook page and emailed out to all members of the Young Law Section. Please come out and join us!

Connect With Us

Do you want more information about upcoming Young Lawyers Section events or how you can get involved? Visit our website at www.greensboroyls.org, email Andrew Steffensen (asteffensen@schellbray.com) to make sure you are on the listserv, and follow us on [Facebook](#) (Greensboro Bar Association's Young Lawyers Section). If you missed the opportunity to connect with the Young Lawyers Section during 2019, we hope to see you at one of our January events!

MESSAGE FROM THE PRESIDENT Continued from page 1

Where does one go to identify pro bono legal service opportunities? Our local legal aid office regularly refers cases to the private bar. We also have "Ask a Lawyer" days where lawyers can answer call-in questions without compensation. The ABA and the NC Bar Foundation combined to create "Free Legal Answers," where bar members can answer legal questions in the comfort of their home or office with little obligation beyond the initial assistance. Go to nc.freelegalanswers.org to find out more about this simple but beneficial program. The Greensboro Women's Resource Center regularly needs lawyers to field calls on their hotline. And there are many more. We even attempt to include pro bono service opportunities

in our newsletter each month. If you are aware of any such community needs, please contact [Manisha Patel](#) who is heading up our effort to keep the bar aware of these opportunities.

Understanding that the need for lawyers to provide pro bono legal services is significant and that the opportunities to do so are plentiful, I hope you will resolve to continue providing pro bono legal services in 2020, or use this year to begin a commitment to the aspirational goal of Rule 6.1. If you do, you might find that the life that is changed by that experience is your own.

Wellness Corner

GBA MEMBER SPOTLIGHT:

The Honorable William Lindsay Osteen, Jr.

As a Greensboro native, District Judge William L. Osteen, Jr. was born and spent the early years of his life in one of the most historically-significant times in our country's history—the civil rights movement. With a strong passion for serving others, he received a Bachelor of Science degree from the University of North Carolina at Chapel Hill and went on to pursue a legal career, receiving his Juris Doctor from the University of North Carolina School of Law in 1987.

After nearly 20 years as a private practice attorney, Judge Osteen was nominated to the United States District Court for the Middle District of North Carolina in early 2007 and served as the Chief Judge of the court from 2012 to 2017. In his professional capacity, Judge Osteen has heard hundreds of cases and has served the residents of North Carolina with the utmost integrity and honor. Although Judge Osteen has deeply familiarized himself with the duties of being on the bench, he is also no stranger to the bench press!

In his spare time, Your Honor is dedicated to keeping himself active and pursuing a healthy lifestyle through fitness. With a love for the outdoors as well, Judge Osteen frequently travels the states of North Carolina and Virginia as a fishing and hunting enthusiast, and enjoys the thrill of both small and large game hunting. Your Honor strives to commit five days out of the week to staying active, whether it's hitting the gym or participating in group fitness classes—and he does it with a smile! With commitment like Judge Osteen's, you too can be the judge of your healthy future!

*Jonathan M. Parisi,
Connors Morgan, PLLC*



Judge Osteen, Jr. is pictured at the far right end of the front row - at an Orangetheory Fitness class

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Wellness Corner

The 12 Days of Exercise Challenge

This applies after the holidays for getting off the extra pounds!
- GBA Health and Wellness Committee

<p>ON THE 1ST DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>1 MINUTE PLANK</p> <p>Take a press-up position down on your forearms. Be sure to keep straight legs, tight glutes and your bum up. Hold this for 1 minute. Game on!</p>	<p>ON THE 2ND DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>2 MINUTE SKI-SIT</p> <p>Stand with your back against the wall and slowly slide down until you reach a 90 degree angle (as if you were sitting in a chair). Hold this position for 2 minutes.</p>	<p>ON THE 3RD DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>3 KNEES TO ELBOWS</p> <p>Maintain a press-up position whilst bringing one knee at a time up to opposite elbow and back again. Do 3 reps on each side (treat yourself it's Christmas).</p>
<p>ON THE 4TH DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>4 SPIDERMAN CRAWLS</p> <p>Lower yourself into the bottom phase of a press up and hold this position. Raise your right knee to your right elbow, bring it back and switch. Do this 4 times.</p>	<p>ON THE 5TH DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>5 JUMPING JACKS</p> <p>Jump, straddle your legs and raise your arms above your head. Immediately jump again as you touch the floor, landing feet together with your arms by your side. Repeat this 5 times.</p>	<p>ON THE 6TH DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>6 SUPERMANS</p> <p>Lay on your front with arms and legs stretched out. Lift your hands and feet up towards the ceiling, striking your very best Superman pose. Hold for 6 seconds and perform 6 sets.</p>
<p>ON THE 7TH DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>7 DIRTY DOWN UPS</p> <p>Begin standing, drop into the press-up position and lower yourself to the floor. Immediately press yourself up and resume the standing position. Do this action 7 times.</p>	<p>ON THE 8TH DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>8 LATERAL LUNGES</p> <p>Take a large lunge sideways and return to your start point. Immediately perform the same movement on the opposite side. Perform 4 reps per side.</p>	<p>ON THE 9TH DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>9 SIT UP CRUNCHES</p> <p>Lay on your back with your feet towards your bum. Place your hands behind your ears and bring your chest towards your knees. Steadily lower yourself back down and repeat 9 times.</p>
<p>ON THE 10TH DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>10 LEAPING LUNGES</p> <p>Assume the lunge position and drive yourself up into the air, switching your front leg in the process. Lower yourself into the lunge position again and repeat 10 times.</p>	<p>ON THE 11TH DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>11 RELEASE PRESS-UPS</p> <p>Take up a press-up position slowly lowering your chest to the ground, then lifting your hands off of the floor. Immediately proceed to press yourself back up and repeat the movement 11 times.</p>	<p>ON THE 12TH DAY OF CHRISTMAS YOUR EXERCISE WILL BE...</p>  <p>12 JUMPING AIR SQUATS</p> <p>Drop down into a controlled squat position followed by an explosive drive up so you extend through into a standing jump. As you land drop immediately back into the squat position and repeat the routine for 12 reps.</p>

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SAVE THE DATE

GREENSBORO BAR ASSOCIATION ANNUAL BEER & WINE TASTING LEGAL AID FUNDRAISER

March 28, 2020 6-9PM

Greensboro Science Center
4301 Lawndale Dr, Greensboro, NC

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Please supply names of ticket holders to Diane Lowe
at admin@greensborobar.org on or before March 13, 2020

Company/Name: _____

Contact Person: _____

Address: _____

Phone: (_____) _____

For more information, please contact
Ashleigh Greene at AGreene@nexsenpruet.com

Checks made payable to the **Greensboro Bar Association Foundation**
can be mailed to: Greensboro Bar Association Foundation
Attn: Diane Lowe
P.O. Box 1825
Greensboro, NC 27402

GBA ANNUAL CLE: FEBRUARY 20, 2020

Mark your calendars for the GBA Annual CLE! Come learn about the latest developments in technology and data privacy law. Our speakers are as follows:

Marc Tucker, Fox Rothschild,
Cybersecurity and Data Breach
(*Ethics Requirement*)

Patrick Brown, Lawyers Mutual,
Technology Solutions (“Cybersecurity
without breaking the bank”) and Fraud Risks
(*Technology Requirement*)

**Judge Osteen, Judge Cabbage and Judge
Burch**, Judges’ Panel on the Do’s and Don’ts
of Technology Use in the Courtroom

Mat Sandifer, LCSW, LCAS,
Technology Addiction and Remedies
(*Substance Abuse Requirement*)

Brian Groesser, Midkiff, Muncie & Ross,
Electronic Evidence



The CLE will be from 1:00-5:25 p.m. at the Starmount Country Club so that members can enjoy the CLE and stay after for our February meeting. The cost of the CLE is \$100 for GBA Members. Registration information will follow as we get closer to February 20. You don’t want to miss this!

ELON LAW ANNUAL MLK, JR. LECTURE

People of Conviction: A Lawyer’s Obligation

January 22, 2020

12:30 pm – 1:30 pm

Elon University School of Law

201 N. Greene Street

Greensboro, NC 27401

David Morrow ‘07 L’10, an experienced speaker on issues of diversity in the legal profession and inaugural Director of the ABA’s Men of Color Project, will present Elon Law’s annual MLK, Jr. lecture. He will address the struggle of civil rights and the pursuit of racial equality in the U.S. considering the significant contributions of lawyers. Attorney Morrow will discuss the role and impact of the many lawyers that served Dr. King during his lifetime and the valuable lessons in leadership and service that can be learned from these great examples of lawyer-leaders.

The local legal community is invited.

A SABBATICAL IS GOOD FOR THE SOUL Continued from page 3

potential clients. Knowing I had support in the office made it much easier to be away. Having their assistance also made re-entry easier knowing I wasn’t going to find a client who felt forgotten.

BENEFITS OF SABBATICAL

One purpose of a sabbatical is to be relieved of regular duties in order to focus on things outside the normal routine. In the academic world, a sabbatical from teaching might find the professor traveling for research or completing a large writing project. In academia, the sabbatical may be months or even a year long. However,

in a five-week period, I did not set such a lofty goal as to author a book. My focus was on personal rejuvenation. I wasn’t tired of work or worn down in any way. After all, I’m still within the 18-month mark of starting a new venture with Lawyers Mutual Consulting. However, I am wearied by having an electronic device attached to me at all times, being available by phone, text or email to work colleagues, clients or potential clients at all times, and being in an outward-facing job that requires evening and weekend commitments. These are not complaints, just the realities of professional life in the 21st century.

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THIS YEAR'S ELEMENTARY SCHOOL BOOK PROJECT ANOTHER GREAT SUCCESS

On December 18, 2019, a group of volunteers from the GBA delivered holiday cheer and more than 200 well-wrapped books to the K-5 students in the Traditional English program at David D. Jones Elementary School. As always, the children were happy and excited to receive their gifts. As in years past, the books were purchased through Jones Elementary's Scholastic Book Fair, which provides the school with points that can be used to purchase new books for the school library and classrooms.

Thanks go to the GBA members who donated this year to reach a total of \$2,958.61 and to those who took the time and care to wrap the books at the GBA Holiday Party on December 11. Sufficient funds were raised to purchase additional books as gifts for all fifth graders graduating from Jones Elementary this year in both the Traditional English and Spanish Immersion programs as well as to make a donation to the school's Food Bank.



The GBA would like to thank the following individuals and groups for their generosity in donating to the annual Elementary School Project:

- | | | | |
|-------------------------|--------------------------|----------------------|------------------------|
| Michael R. Abel | Miriam Forbis | Art MacCord | Polly D. Sizemore |
| Sharon K. Allen | Erwin Fuller | Ronald Mack | Michele Smith |
| Charlene V. Armstrong | Ashleigh Greene | Henry B. Mangum, Jr. | Donald K. Speckhard |
| Joseph R. Beatty | Allison Grimm | Matthew L. Mason | Frank Sutherland |
| Corinne Berry | Melanie Hamilton | Emily Melvin | Jennifer Van Zant |
| Carruthers & Roth, P.A. | Terrill Harris | Jennifer Mencarini | Theodora A. Vaporis |
| Barbara Christy | Hon. A. Robinson Hassell | Barbara Morgenstern | Samantha Varney |
| Sabrina Clark | Richard H. Hicks | Allison Mullins | Hon. Teresa H. Vincent |
| Sally B. Cone | Afi Johnson-Parris | Martha Peddrick | Gerald Walden |
| Hon. Tonia Cutchin | Sharon A. Johnston | Abigail Peoples | Jeri L. Whitfield |
| Kearns Davis | Ken Keller | David Puryear | Bob Wicker |
| Robert D. Douglas III | Adam Kerr | Elizabeth Ray | Douglas E. Wright |
| Pam and Alan Duncan | Beth Langley | Erin Reis | |
| Hon. Catherine Eagles | Sue Liemer | Eric Richardson | |
| Floyd & Jacobs | Diane Lowe | Steve Schlosser | |

A SABBATICAL IS GOOD FOR THE SOUL Continued from page 8

Stepping away from these commitments felt freeing. Using my phone as a camera rather than a constant mode of communication was liberating. And spending a week in a Tuscan medieval, walled city built in the 14th century was glorious.

APPLICATION FOR YOU

Too often in law, we live unbalanced lives with more attention on our professional pursuits and serving client needs than taking care of ourselves. By viewing the sabbatical as an investment in ourselves, our employees, as

well as our organizations, it might be easier to contemplate adding a sabbatical as a benefit.

Based on research, as well as my personal experience, no matter your firm or organization size, a sabbatical is an experience that will benefit your employees as well as your organization.

Camille Stell is the President of Lawyers Mutual Consulting & Services. Continue this conversation by contacting Camille at camille@lawyersmutualconsulting.com or 800.662.8843.



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