

# THE GBA NEWS DOCKET

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Marcus Allen Shields  
*President of the  
Greensboro Bar  
Association*

## Message from the President

Members,

Thank you for all that you continue to do to support the mission of the Greensboro Bar Association. We are rounding the corner on the completion of our Habitat House. Be on the lookout for the dedication ceremony details. We hope all will join us in celebrating the new homeowners. Thank you to the Children’s Law Center for taking time to serve as our guest speaker at our Member Meeting on January 19, 2023. We look forward to seeing each of our members at the Annual CLE that will be held on February 16, 2023 ahead of our dinner meeting. This year’s CLE is certainly going to be a well-rounded event. As always, thank each of you for all that you do each day to serve our community. Stay warm and be well.

Sincerely,

Marcus Allen Shields

President, Greensboro Bar Association 2022-2023

## IN THIS ISSUE

February Calendar Notes . . . . .	2
New Member . . . . .	2
Wellness Corner . . . . .	2
Stell: Your 2023 Plan for Recruiting Paralegals . . . . .	3
Young Lawyers Section: Connections . . . . .	4
2022 Pro Bono Award Presented to Abigail Seymour . . . . .	5
Herb Falk Society: 2022 Reporting Form Available Now . . . . .	6
Attorney Britton Lewis Named a Director at Carruthers & Roth, P.A. . . . .	6
Greensboro Bar Association’s Annual CLE Seminar . . . . .	7

You can contribute news or topics of interest to the GBA by contacting Editor Jonathan M. Parisi:  
[jparisi@spanglerestateplanning.com](mailto:jparisi@spanglerestateplanning.com)

# FEBRUARY CALENDAR NOTES

- February 8     **GBA Board Meeting,**  
4:00 PM, Self Help Building
- February 15    **YLS Board Meeting,**  
12:00 PM, Sigmon Klein
- February 15    **YLS Networking Event,**  
5:15 PM, 913 Whiskey Bar
- February 16    **Annual CLE Seminar,**  
12:30 PM, Starmount Country Club
- February 16    **Member Dinner,**  
5:30 PM, Starmount Country Club
- February 20    **Submission Deadline**  
**for March Newsletter**
- February 23    **YLS Service Event,**  
3:00 PM, Backpack Beginnings
- February 28    **Herb Falk Society**  
**Submission Deadline,**  
5:00 PM

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

[Click Here for Legal Community Events](#)

Connect with us!



[GBA Young Lawyers Section](#)

[Greensboro Bar Association](#)

# NEW MEMBER

Approved January 11, 2023

Mary Caitlin Henricks  
*Spidell Family Law*  
Endorser: Megan E. Spidell

## Wellness Corner

BarCARES is a confidential, short-term intervention program provided cost-free to members of the 24<sup>th</sup> Judicial District Bar and other participating judicial district bars, voluntary bar associations and law schools. If you would like additional information about the program and/or its availability in your area, please contact the BarCARES coordinator at 919.929.1227 or 1.800.640.0735 or click on the icon below.

BarCARES®



## NOTICE

Submissions for consideration for the Greensboro Bar Association Newsletter should be made to Jonathan M. Parisi at [jparisi@spanglerestateplanning.com](mailto:jparisi@spanglerestateplanning.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  
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& Services. Continue  
this conversation  
by contacting  
Camille at [camille@  
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or 800.662.8843.

# YOUR 2023 PLAN FOR RECRUITING PARALEGALS

The pandemic has been brutal on the job market:

- 3 million women left the workplace in 2020 leaving the U.S. with 10 million available jobs and 9 million available candidates
- One in three labor force participants in the U.S. is a millennial
- 24% of millennials have been employed at five or more organizations
- 65% of employees claim their stress levels have skyrocketed over five years
- Happy employees are five times more likely to stay

One of the most frequent questions I get asked is about hiring paralegals. I hope these tips help you create a recruiting plan that makes your firm even stronger in 2023.

## Hiring Trends

Law firms are known for being notoriously slow in hiring. One of my favorite jobs took me five months to get after making the initial contact. I was employed at the time, but five months is a long time to wait. Job candidates tell me they can go weeks or even months without hearing a status update from a potential employer. While I was willing to wait five months, this scenario is unlikely to work in your favor in today's employment climate.

Great candidates are often hard to come by and they move fast. If you have a long hiring process, the candidate is likely going to take another offer that comes in faster. Most law firms have a slow hiring process (and even slower termination process). In today's market, you should at least try to hire faster. And by 90-days, you should have a good sense of whether a candidate will work. If not, don't put off the inevitable, release them after a 90-day trial period before you've invested too much time and resources down the wrong path.

## Online Recruiting

Post your jobs on LinkedIn, ZipRecruiter or other online job options. Your post can be as formal or as informal as works for you. Some firm members post on their personal

LinkedIn account, "My firm is hiring, this is a great place to work, send me your resume if you'd like to join the team!" If you are trying to decide the appropriate message for your firm, view how other companies and firms are posting jobs on the various platforms.

Also, post your position on job banks or career centers offered by paralegal schools, paralegal associations, and bar associations, such as the NCBA Career Center.

## Recruiters

Recruiters are often a last resort for some law firms because of the fees. However, when your time is money, working with recruiters is an investment in your firm. You don't need a recruiter to hire an entry level candidate but working with a recruiting firm to hire an experienced or specialized paralegal can provide you with access to candidates you otherwise might not have had.

A recruiting firm has access to a database of candidates, as well as having recruiters search for candidates directly or through their network of contacts. Recruiters can provide background searches, personality tests or skills testing, as well as the first round of interviews. If you work regularly with recruiting firms, they will begin to know you, your firm, and the type of candidates who would be good fits. Many recruiting firms also offer to refund fees if the candidate does not last a minimum amount of time in the job.

## Paralegal Programs

Some firms don't want to invest in recent graduates. However, the inside of the classroom today looks different than 30 years ago. It's always been true that many paralegal students are second career students. While they may not have written a motion or searched a title, paralegal school provides a practical education. You learn to draft the document, how much the filing fee will be, and how to get to the courthouse. Yes, hiring a recent graduate may require more time investment from you, but take the long view that this is an investment in your firm.

Continued on page 8



Robert Trimble is President of the Greensboro Bar Association's Young Lawyers Section and is an associate attorney with [Sigmon Klein, PLLC](#).

## Young Lawyers Section: Connections

During the month of January, the Young Lawyers Section sponsored a 1-hour CLE titled, "Ripped From The Headlines: Ethical Conundrums to Avoid." The CLE, which was held on Zoom, was an informative presentation by Lawyers Mutual, and provided attendees with 1-hour of free ethics credit toward NC Bar CLE requirements. Thank you to all Young Lawyers Section members and GBA members who were able to join us! We look forward to providing other free CLE opportunities again in the future.

### BackPack Beginnings In-Person Service Opportunity and Networking Event:

The Young Lawyers Section is holding an in-person service opportunity at Backpack Beginnings in Greensboro. The service opportunity will take place on Thursday, February 23, 2023, from 3:00 pm to 5:00 pm, and volunteers will be packing weekend food bags which will be distributed to children in need at preschools and elementary schools in our community. Backpack beginnings is located at 3711 Alliance Dr. off West Wendover Ave. in Greensboro. The YLS will be collecting plastic grocery bags and canned foods in preparation for the event. Plastic bag and canned good donations can be made at Sigmon Klein Law Firm or Ward Black Law.

Following the service opportunity, the YLS will be hosting a networking event at 913 Whiskey Bar. The event will begin at 5:15 pm and will be a great opportunity to socialize with other young attorneys in Greensboro. Both events are open to all Young Lawyers Section members and GBA members.

### YLS Kickball Team:

The Young Lawyers Section is recruiting for its 2023 Kickball Team! In 2022, the YLS premiered its coed beginner league kickball team, "Torts Illustrated." 21 members strong, the team had a fun-filled season and was celebrated at the YLS End of the Year Party! We look forward to growing our team and camaraderie in the 2023 spring season. Membership and jerseys are FREE, courtesy of the YLS. All YLS and GBA members and their spouses are welcomed to join. SPOTS ARE LIMITED, so sign up today at [YLS Kickball Team Interest Survey \(surveymonkey.com\)](#). We are also accepting submissions for the 2023 team logo/t-shirt design. Please submit all suggestions to Team Manager, [Elizabeth Robertson](#). We look forward to seeing you on the field! Let's play ball!



**Back row, left to right:** Tyler Nullmeyer, Mike Henson, Loche Saslow, Gunnar Robertson, Benjamin Raffte, Robert Trimble, Kris Quaas, Jonathan M. Parisi; **Front row, left to right:** Sarah Nullmeyer, Betty Toussaint, Elizabeth Robertson, Carole Trimble, Chimeaka White, Lauren Quaas

### Greensboro Urban Ministries Service Opportunity:

The Young Lawyers Section is planning an in-person service opportunity at the Greensboro Urban Ministries Potter's House Community Kitchen. The service opportunity will take place on Thursday, March 16th, from 6:45 pm to 7:45 pm, and volunteers will be preparing and serving warm meals to those in need in our community. Please keep an eye out for more information on the YLS Facebook page and in the March GBA Newsletter.

Continued on page 5



# 2022 PRO BONO AWARD PRESENTED TO ABIGAIL SEYMOUR

In 1996, the GBA established the Pro Bono Award given annually to a member of our Bar Association in recognition of that individual's outstanding service.

Rule 6.1 of our State Bar's Rules of Professional Conduct provides that we should aspire to render at least 50 hours of pro bono services per year.

And why are we urged to do this? The comments to Rule 6.1 answer that question – and the answer includes that there is a critical need for legal services among persons of limited means and that law firms should act reasonably to enable and encourage all lawyers in the firm to provide the pro bono legal services called for by this Rule.

It is as if Abigail Seymour started her law firm with these concepts in mind and why she was presented with Greensboro Bar Association Pro Bono Award for 2022 at our member meeting on January 19, 2023.

Abigail was a photographer and writer for many years in her first career, during which she raised a family. Then she decided to go to law school. As a law student, she interned at the Children's Law Center of Central North Carolina and the Guilford County Public Defender's Office. She also volunteered at the Elon University Humanitarian Immigration Law Clinic. She earned her J.D. from Elon University School of Law in 2017 and thereafter started her own firm, the Camino Law Firm, where she mainly handles family law matters and often does so for underserved communities.

We understand that she is motivated in her pro bono work by her grandfather who won a case in the U.S. Supreme Court in 1937 – he took on a pro bono case and represented a black man who had been sentenced to 18 to 20 years on a Georgia chain gang for "possessing radical literature." The Supreme Court ruled in his favor by a vote of 5 to 4, and his client was freed.



Abigail C. Seymour, recipient of the 2022 Outstanding Pro Bono Service award, with Eric Richardson and GBA President Marcus Shields

Abigail was recommended by Catherine Johnson, executive director of the Family Justice Center in Guilford County who informed us that:

"Attorney Seymour is actively involved with the immigrant community in Greensboro. She frequently engages in outreach and programming to build trust and positive relationships. She understands the value of collaboration and works to ensure her staff knows the resources in the community, like the Family Justice Center. She demonstrates compassionate care and is always willing to offer consultation or insight when called upon and able. Attorney Seymour goes above and beyond; her work positively impacts our community."

The Greensboro Bar Association is proud to honor Abigail Seymour for outstanding pro bono service.

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## YOUNG LAWYERS SECTION: CONNECTIONS Continued from page 4

### Connect with YLS:

YLS is in the process of scheduling a social event for our members. An e-mail blast will be sent out in the coming weeks regarding this event. We hope you can join us!

Do you have an idea for a future YLS event, service project, and/or social activity? Please share by emailing [Robert Trimble](mailto:Robert.Trimble).

Do you want more information about upcoming YLS events or to find out how you can get involved? Check us out and

follow our [Facebook](#) page (Greensboro Bar Association's Young Lawyers Section).

If you would like to be added to the YLS email list, please email [Robert Trimble](mailto:Robert.Trimble).

YLS would like to celebrate life's milestones with our members. Email [info@greensboroyls.org](mailto:info@greensboroyls.org) to share personal and professional updates about yourself that you would like celebrated on the YLS Facebook page.

# HERB FALK SOCIETY: 2022 REPORTING FORM AVAILABLE NOW

Due Date: February 28, 2023

The Herb Falk Society was established to honor those members of the Greensboro Bar Association who contribute at least 75 hours of pro bono service each calendar year. The deadline for reporting pro bono work done in 2022 is February 28, 2023. The reporting has been simplified in recent years.

## How to Submit your Pro Bono Hours?

Complete and submit the online form. Scan QR code or click [HERE](#).

Complete and mail the PDF form to the GBA office.



NC Pro Bono Resource Center: 2022 Reporting Form Available Now

Due Date: March 31, 2023

North Carolina Supreme Court Chief Justice has stated, “our state constitution says that justice is to be administered without favor, denial, or delay. Members of North Carolina’s legal profession are uniquely positioned to make this promise a reality by providing pro bono services to those in need.” You can report your hours for the North Carolina Pro Bono Honor Society as well and the form is located here: [2022 Statewide Pro Bono Reporting form](#).

Questions or concerns? Reach out to Pro Bono Committee Chair [Manisha P. Patel](#).

## ATTORNEY BRITTON LEWIS NAMED A DIRECTOR AT CARRUTHERS & ROTH, P.A.



Britton Lewis

[Carruthers & Roth, P.A.](#) announced that attorney [Britton Lewis](#) has been named a director of the firm effective January 1, 2023.

Britton maintains a diverse practice within the firm’s Commercial Real Estate and Banking and Finance groups. He represents developers and business owners as they pursue sales and acquisitions, development projects, leasing and financing. He supports traditional and asset-based

lenders and trade creditors in matters involving workouts, foreclosures, bankruptcies, insolvency proceedings and loans. He also represents both creditors and insurers in mass tort reorganizations.

“Britton brings a unique skillset to his work, including a broad-based background in commercial real estate, bankruptcy and creditor-debtor rights,” says Chris Vaughn, head of the Carruthers & Roth commercial real

estate practice. “As a result, he is able to help clients make the most of new opportunities, as well as to navigate even their most significant business challenges.”

Britton is active in both the real estate and bankruptcy sections of the North Carolina Bar Association and is a member of the American Bankruptcy Institute and Turnaround Management Association, an organization focused on corporate turnarounds and restructurings.

*Best Lawyers* has named Britton to its “Ones to Watch” list for real estate law (2021-2023), as well as for bankruptcy and creditor/debtor rights, insolvency and reorganization law (2022-2023).

Prior to joining Carruthers & Roth, Britton clerked for the Honorable Patrick Flatley in the United States Bankruptcy Court for the Northern District of West Virginia. He received his B.A. from the University of North Carolina at Chapel Hill and his J.D., with honors, from the University of North Carolina School of Law. Britton can be reached at 336.478.1137 or via email at [bcl@crlaw.com](mailto:bcl@crlaw.com).

# GREENSBORO BAR ASSOCIATION'S ANNUAL CLE SEMINAR



Fox Rothschild LLP  
ATTORNEYS AT LAW

Thursday, February 16, 2023  
12:30 PM – 5:15 PM  
Starmount Country Club

The Greensboro Bar Association, in conjunction with Fox Rothschild LLP, invites you to join us for our Annual CLE Seminar covering the topics identified below. We have applied for 4.5 hours of CLE credit which includes 1 hour of ethics credit and 3.5 hours of general credit. **GBA members can register for \$110; non-GBA members can register for \$130.**

**Proceeds:** This seminar is a fundraiser for the Greensboro Bar Association Foundation, providing support for its community grants program.

Lunch will **NOT** be served. Please eat prior to arrival.

## Family Law for Non-Family Lawyers

Presenter: Atty. Afi Johnson-Parris,  
Partner (Fox Rothschild)

1 Hour General Credit (pending approval)

## Ethical Considerations Faced by Small Firms and Solo Practitioners

Presenter: Atty. Nichole McLaughlin, Asst. Ethics  
Counsel & Judicial District Bar Liaison, NC State Bar

1 Hour Ethics Credit (pending approval)

## How to Leverage Allyship to Build & Communicate Diversity and Refute Implicit Bias in Your Legal Practice

Moderator: Atty. Jennifer Mencarini,  
Director of Diversity & Inclusion (Fox Rothschild, LLP)

Panelists:  
The Honorable Ashleigh Dunston, District Court Judge  
(Wake County) & Bar/Association President (10th  
Judicial District Bar and Wake County Bar Association)

Atty. Janet Ward Black, Principal (Ward Black Law)

Atty. Kimberly Gatling, Partner & Chief Diversity Officer  
(Fox Rothschild, LLP)

Atty. Gerald Walden, VP – Deputy General Counsel  
& Head of Diversity (The Fresh Market, Inc.)

1 Hour General Credit (pending approval)

## A View from the Bench – Top Mistakes Attorneys Make in Criminal & Civil Litigation

Moderator: Atty. Marcus A. Shields,  
Of Counsel (Ellis & Winters, LLP)

Panelists:  
The Honorable Bill Davis,  
District Court Judge (Guilford County)

The Honorable Michelle Fletcher,  
District Court Judge (Guilford County)

The Honorable Patrice Hinnant,  
Former Superior Court Judge (Guilford County)

The Honorable Vince Rozier,  
Superior Court Judge (Wake County)

1.5 Hour General Credit (pending approval)

[Click to Register Today](#)



## Internships

Working with paralegal programs to hire interns is a great way to introduce your firm to the school and to start meeting students who you might end up hiring. Sometimes, students can get classroom credit for internships, other times, you may need to pay a salary.

The ABA has a directory of ABA Approved Paralegal Education Programs - [Approved Programs Directory \(americanbar.org\)](https://www.americanbar.org).

The NC Paralegal Association has a list with 36 paralegal programs located in North Carolina - [Paralegal Educational Program Listings \(ncparalegal.org\)](https://ncparalegal.org)

## Networking with Non-Traditional Candidates

Search for non-traditional candidates. Anyone who has worked in customer service will know how to deal with clients, whether they worked in a call center, a restaurant, or retail job. Also, people who have worked in other professional services such as finance or accounting will have many transferrable skills. As a former paralegal educator myself, I'm not discouraging paralegal education.

But an excellent candidate might be one with transferrable skills that can be complemented with on-the-job training, attending paralegal school after being hired, or by taking continuing education and CLE programs.

Recruiting is a multi-prong effort. Commit your ideas to a written plan with implementation dates. Interviewing candidates for summer positions may happen in the winter semester of classes. Working paralegals who have completed paralegal programs may be job searching in the spring. Online recruiting is always an option – but you must first create the job description and post it. View these efforts as investments in the firm and you will see results over time.

*Camille Stell is the President of Lawyers Mutual Consulting & Services and the co-author of the newly published book, RESPECT – An Insight to Attorney Compensation Plans available from Amazon. Continue this conversation by contacting Camille at [camille@lawyersmutualconsulting.com](mailto:camille@lawyersmutualconsulting.com) or 800.662.8843.*



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