

THE GBA NEWS DOCKET

VOLUME 74, NUMBER 7; MARCH 2025



Manisha P. Patel, Esq.
*President of the
Greensboro Bar
Association*

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Message from the President

Dear Members of the Greensboro Bar Association,

As we step into March, I want to take a moment to express my gratitude for your continued engagement and dedication to our profession and community. February was a remarkable month, marked by two successful events that underscored our commitment to service, education, and collaboration.

We have a wonderful March member meeting planned with the Hon. Lucy Inman as our featured speaker as the President of the BarCARES Initiative through the NCBA. We have a number of GBA members that serve with BarCARES leadership, and I am excited to bring attention to this resource for our membership. On March 29, 2025, the GBA will host our annual Benefit for Legal Aid of North Carolina from 5:00pm to 7:30pm at Boxcar Bar + Arcade. As one of the largest fundraisers for Legal Aid of NC, we have wonderful sponsors who have committed to support our efforts and it is not too late to have your business or firm become a sponsor. Ticket sales are ongoing and we will have a silent auction you do not want to miss!

Our virtual member meeting provided an excellent opportunity to discuss initiatives shaping the legal landscape in Greensboro with our featured speaker, Margaret Dudley, the Supervising Attorney for the Elon Law Emergency Services program. The need for pro bono domestic legal services is there and we as a local bar need to take steps to fill the access to justice gap. During our February member meeting, we honored Elizabeth Robertson as the Outstanding Young Lawyer of the Year. Elizabeth has made such an impact in our legal community and sets an example for younger lawyers joining our Bar.

Additionally, our Annual CLE raising funds for the GBA Foundation was held on February 27th and was a resounding success. The program featured insightful sessions, dynamic speakers, and valuable information as we navigate the law in the world of AI. I am thankful for the efforts of our President-Elect, the Hon. Bill Davis, our CLE Committee, and all those who worked to organize this impactful event.

As we move forward, I encourage you to stay involved, take advantage of upcoming events, and continue fostering the spirit of service within our community. Thank you for your unwavering support.

With gratitude,

Manisha P. Patel, Esq.
President, Greensboro Bar Association and the 24th Judicial District

MARCH CALENDAR NOTES

- March 4** YLS Read Across America,
8:00 AM, Hunter Elementary
- March 12** GBA Board Meeting,
4:00 PM, Self-Help Building
- March 13** Real Property Section Meeting,
5:30 PM, Tuggle Duggins
- March 19** Young Lawyers Section Board Meeting,
12:00 PM, Turning Point Litigation
- March 20** Member Lunch,
12:30 PM Greensboro Country Club
- March 20** Submission Deadline
for April Newsletter
- March 29** Legal Aid Fundraiser,
5:30 PM, Boxcar Bar + Arcade
- March 31** CLE Lunch & Learn,
12:00 PM, Elon Law

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to Follow Us on LinkedIn!](#)



NEW MEMBERS

Approved on February 12, 2025

Jordan M. Thomas
Law Firm Carolina
Endorser: Emily J. Meister
Category: Newly Licensed

Jeffrey B. Parsons
D.H. Griffin
Endorser: Richard D. Conner
Category: Regular



Wellness Corner

BarCARES is a confidential, short-term intervention program provided cost-free to members of the 24th 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. 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.

Young Lawyers Section: Connections



Tyler Nullmeyer is President of the Greensboro Bar Association's Young Lawyers Section and Associate Attorney at [Turning Point Litigation](#).



An Update from YLS

In February, YLS co-hosted a lunch and learn event with the GBA mentorship committee. We enjoyed seeing the many YLS members that attended and hearing from our speaker, Judge Teresa Vincent! We are excited for our upcoming spring kickball season beginning in March. YLS will also be hosting a Read Across America event on March 4th at Hunter Elementary School and a service event at Backpack Beginnings on April 1st. We hope to see many of you at one of these upcoming events! If you are eligible for YLS and do not currently receive our emails, please email younglawyerssection@greensborobar.org to be added to our email list! Our email list is the best way to receive information about upcoming YLS events.

Upcoming YLS Events:

From 8:00 AM – 12:00 PM, on **Tuesday, March 4, 2025**, YLS will be partnering with Hunter Elementary School for Read Across America Day! We are asking for volunteers to cover one-hour shifts reading to the students. We welcome all GBA members to volunteer for this event. If you would like to volunteer, please email erbertson@crlegalteam.com.

After the NCAA men's basketball tournament field is chosen on **Sunday, March 16, 2025**, YLS will be holding a NCAA tournament bracket challenge. The top three finishers will receive gift cards! Information about how to participate will be sent to the YLS email list after the tournament field is selected.

At 2:30 PM, on **Tuesday, April 1, 2025**, YLS will be holding a volunteer service event at Backpack Beginnings in Greensboro. If you would like to participate, please email younglawyerssection@greensborobar.org.

For more information about YLS events & service opportunities, follow us on Facebook (Greensboro Bar Association's Young Lawyers Section) or email us to be added to our email list (younglawyerssection@greensborobar.org).

YLS Member Spotlight: Eliu Mendez, Board Member



Eliu Mendez

Eliu is a partner at A.G. Linett & Associates, PA, in Greensboro. Eliu focuses his practice on representing employees in workers' compensation claims and related employment claims, including wrongful termination, retaliation, and wage theft. Eliu has chosen to focus on these areas to help everyday people who might not know their rights or feel like they have nowhere to turn. Eliu's favorite part of his job is "helping others work through difficult situations, whether it's my clients, my coworkers, or another attorney."

When asked why he chose to be a YLS board member, Eliu responded "I was invited to join the board to have input on the activities that YLS promotes. I have enjoyed serving others in our annual projects, such as Backpack Beginnings and Greensboro Urban Ministries dinners." Eliu has organized the annual GBA YLS Greensboro Urban Ministries dinner for the last several years.

For more information about Eliu and his law firm, click [HERE](#).

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

EMPOWERING THE NEXT GENERATION: HOW LAW FIRMS CAN SUPPORT NEW ATTORNEYS

The legal profession is evolving, and with it comes a new generation of attorneys bringing fresh perspectives, digital fluency, and a desire for meaningful work. Yet, young lawyers often face significant challenges as they transition from academia to professional practice. For law firms to thrive in this changing landscape, empowering the next generation of attorneys is not just an investment in individual growth but a commitment to the future of the legal industry.

Imposter Syndrome. New attorneys frequently grapple with imposter syndrome—a pervasive feeling of self-doubt despite evident success. The pressure to appear perfect often leads to anxiety and hampers performance. Fear of making mistakes can prevent young lawyers from taking necessary risks or asking for help, ultimately slowing their development.

Work-Life Balance Struggles. The legal profession has long been associated with grueling hours and overwhelming workloads. For NextGen lawyers, who prioritize work-life integration, this traditional model clashes with their values. Struggles to balance personal well-being with professional expectations can lead to burnout if not addressed proactively.

Transition from Academia to Practice. Law school focuses heavily on theory, leaving many graduates underprepared for the practical realities of practicing law. Bridging this gap requires law firms to provide hands-on learning opportunities and mentorship to help young attorneys build confidence and skills. The time spent investing in this transition will be an investment in both the individual attorney and the law firm as a whole. While orientation has long been a part of new attorney hiring in BigLaw, smaller and mid-size firms are investing in orientation programs.

Brian King is the owner of King Law with 60 lawyers in 20+ offices across western North Carolina and upstate South Carolina. Brian has developed a robust onboarding process for new lawyers. The weeklong training program is led by a trainer from within the law firm. Lawyers in the firm serve as professors in

King Law University. During the week, new hires learn basic information about the firm, they participate in a mock trial, they interact with multiple law firm team members to learn process and procedures, and they are assigned a mentor.

The entire firm is invested in the training process and the results are worth the effort. The firm has become one of the largest and fastest growing firms in the Carolinas. In 2023, King Law was awarded the Reisman Award for Best Growth Story by Clio, one of the leading practice management technology companies in the world.

Creating supportive environments for NextGen lawyers is a key element of recruiting and retention. Many of my conversations with law firm leaders include some version of the “how can we get the younger lawyers to work” question. My experience in listening to NextGen lawyers include some version of “why are the senior lawyers so fixated on us being in our seats all day.” Today’s lawyers are considered “digital natives”. They grew up with digital technology, computers, and the internet from a young age. They are familiar with digital devices and adapt to technology quickly. For them work doesn’t have to happen behind a desk.

Successful firms will be those who value being intergenerational, collaborative, and exploring new options in the workplace. A supportive work environment may include some of the following characteristics.

Fostering a Culture of Mentorship. A robust mentorship program can accelerate professional growth and offer emotional support. Firms should implement structured mentoring tailored to diverse backgrounds and experiences. Mentors not only guide on legal matters but also help mentees navigate firm culture and develop career goals.

NextGen lawyers will also look for mentors outside the law firm. They may seek out a “situational” mentor, which is someone who can provide a focused, short-term mentoring approach where the relationship is centered around a specific situation, challenge, or goal. I often serve as a situational mentor for

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GBA RECOGNIZES ELIZABETH RAY ROBERTSON AS 2025 OUTSTANDING YOUNG LAWYER



Elizabeth Ray Robertson

During the February 2025 member meeting, the GBA bestowed upon Elizabeth Ray Robertson the Outstanding Young Lawyer Award. This award is bestowed upon an attorney with fewer than 10 years of practice experience who is a member in good standing of the North Carolina State Bar and an active member of both the GBA and YLS. This individual exhibits: (i) professional excellence; (ii) service to the profession and the bar; (iii) service to the community; and (iv) a reputation for advancing legal ethics, personal professionalism and professional responsibility.

“Elizabeth is a known leader and role model within our legal community. She leads with integrity, professionalism, and humility—qualities that have earned her multiple nominations for this award. The numerous accolades she has received speak volumes about the profound impact she has made within the legal and local communities in such a short time,” stated Jonathan M. Parisi, a colleague and friend of Elizabeth.

A graduate of Elon Law, Elizabeth earned her Juris Doctor with distinction, having served as an Advocacy Fellow, a Student Admissions Ambassador, and a member of the Moot Court Board. She currently practices litigation at CR Legal Team and has been named a “Rising Star” by North Carolina Lawyers Weekly. Elizabeth also completed the 2023 NCAJ NEXT Leadership Cohort, a program focused on developing future trial lawyer leaders.

In 2024, she became the President of the North Carolina Association of Women Attorneys and, during the 2023-2024 term, served as the President of the GBA’s Young Lawyers Section (YLS). Under her leadership, the YLS formed a meaningful partnership with Hunter Elementary School, and Elizabeth has worked closely with the school’s administration to address the students’ needs. Elizabeth’s commitment to public service also led to the establishment of YLS Service Week and the continued focus on service-oriented projects within the organization.

In addition to her service activities, Elizabeth also helped create opportunities for social and professional networking, including the formation of the YLS kickball team, Torts Illustrated.

Elizabeth’s unwavering commitment to service and professional excellence has made her a deeply deserving recipient of this award. Congratulations to Attorney Elizabeth Robertson!

GBA MENTORSHIP COMMITTEE AND YLS PARTNER FOR MENTORSHIP LUNCHEON

In February, the GBA’s Mentorship Committee and Young Lawyers Section partnered to host its annual membership Lunch & Learn event. The membership welcomed guest speaker, the Honorable Teresa H. Vincent, to speak about the importance of civility and mentorship in the legal profession. Judge Vincent shared an abundance of tips for maintaining professionalism in our industry. For example, (1) thinking about your career with a long-term perspective; (2) identifying and building a relationship with a mentor; and (3) seeking professional counseling, when necessary. Judge Vincent also shared several empowering stories that emphasized the significance of safeguarding your reputation as an attorney.



NEW ROBERT C. CONE COMMUNITY INVOLVEMENT SOCIETY ESTABLISHED TO HONOR LIFELONG SERVICE AND LEGACY OF GREENSBORO LAWYER

The Community Involvement Committee is proud to announce the creation of the Robert C. Cone Community Involvement Society. This will be for service outside of the service as contemplated by the rules of professional conduct. Like the Herb Falk Society it will be based on service above 75 hours.

This award is named after deceased Greensboro lawyer and past GBA President Robert C. Cone. He was a native of Greensboro. He lived his entire life there with the notable exceptions of a year spent on an Israeli kibbutz and the years he spent in Chapel Hill as a Morehead Scholar attending UNC (Class of 1974) and UNC School of Law (Class of 1978).

Bob and his wife, Sally, were law school classmates. They married a few weeks after sitting for the Bar Exam, beginning their 38 years as husband and wife. They welcomed their son, Sam, in 1981 and daughter, Laurie, in 1982.

He joined Tuggle Duggins, PA in 1986 and remained there for 31 years, actively practicing until just before his death.

Bob served the legal profession in numerous ways. He chaired the UNC Law Foundation Board, leading by example through his personal giving and participation in fundraising endeavors. He served as President of the Greensboro Bar Association (GBA) and the GBA Young Lawyers Section, as Chair of the GBA Fee Dispute Resolution Committee, and co-founder of the Herb Falk Society, which promotes pro bono service by GBA members. He served as President of the Guilford Inn of Court and as a preceptor at Elon Law School. Cone was elected as an 18th Judicial District Bar Counselor to the NC State Bar and served from 2010 until forced to step down due to illness in 2016. Bob rarely said “no” when volunteers from the legal community were needed, as

evidenced by his work on several GBA-sponsored Habitat for Humanity houses.

In 2011, Bob received the NCBA Centennial Award, presented jointly by the North Carolina Bar Association and the Greensboro Bar Association. In 2016, he was honored with the State Bar’s John B. McMillan Distinguished Service Award.

Bob was a lifelong member of Temple Emanuel, where he chaired the Education Committee, taught Hebrew School, and led the successful effort to save the Temple’s historic Greene Street location. He supported the Greensboro Jewish Federation in innumerable ways and was honored posthumously as a recipient of the Federation’s Benjamin Cone, Sr. Leadership Award. He and Sally served as hosts for Jewish refugees resettled in Greensboro from Baku, Azerbaijan. Bob served as a Trustee of the Jewish Foundation of Greensboro.

Within the broader community, Bob served as a Trustee of The Moses H. Cone Memorial Hospital (now Cone Health) for 20 years and chaired the Cone Health Foundation Board. He chaired the Greensboro Public Library Foundation Board and served as President of Rotary Club of Greensboro. He was an active Board member and supporter of Greensboro Urban Ministry. In 2016, Bob and Sally were honored as co-recipients of the North Carolina for Community and Justice Brotherhood/Sisterhood Citation Award for their “extraordinary efforts to combat bias, bigotry, and racism and create a more compassionate and respectful community for all of us.”

Submit a nomination [HERE](#). Nominations are due by **March 31, 2025**.

Read more about Robert C. Cone and his exemplary service [HERE](#).

ETHICS CLE LUNCH AND LEARN

Please join us for a 1-hour Lunch and Learn CLE on **Monday, March 31, 2025**, at 12:30pm at Elon Law School, Bank of America Building, 101 W. Friendly Ave, Room 106.

“Unconscious Bias – Does this affect me as an attorney?” presented by Megan Callahan, Cardinal Law Partners, and Michael Robinson, North Carolina Conference for Community and Justice.

One hour of Ethics CLE Credit pending approval.

[Register HERE for the Free CLE Lunch & Learn](#)

Registration is limited to 40 people.

Lunch will be provided at 12:15 PM and is sponsored by Old North State Trust.

**OLD NORTH
STATE TRUST**

GBA MEMBER SPOTLIGHT: ALEX SNOW



Alex Snow

Alex Snow is an Assistant Public Defender in the Guilford County Public Defender's Office. She provides criminal law representation to those who are charged with a crime and cannot afford to hire an attorney on their own. She handles primarily felony cases while also serving as the Administrator for the Guilford County Committee on Indigent Appointments. Alex has been licensed as an attorney since 2018.

What do you enjoy most about practicing law in our community?

I began working in Guilford County at the Public Defender's Office immediately after becoming a licensed attorney. I had not interned or lived in Greensboro previously and did not know any local attorneys. The attorneys I met through my office, the greater courthouse community, and the Greensboro Bar Association were exceedingly kind and welcoming. I was (and still am) grateful that so many experienced and successful attorneys were willing to mentor me, give sound advice, and avail themselves so we could bounce ideas off one another both in and out of the courtroom.

What motivates you in your work and keeps you engaged in your legal career?

The short answer – my clients. I am so blessed to be able work in a role that I am passionate about where I consistently feel like I am making a small difference in someone's life. Many of my clients understandably have a lack of trust in the criminal justice system and everyone who works within it. Being able to connect with my clients over the span of their case and see how our relationship changes is rewarding. Additionally, focusing on the area of law that interests me most and spending much of my time in the fast pace of the courtroom makes me look forward to what the day will bring.

What is one lesson you've learned during your career that you think is important for others to know?

The importance of maintaining a good attitude and being prepared. As attorneys, we all must juggle heavy caseloads and various other responsibilities. When dealing with opposing counsel, judges, etc. it makes things so much easier if you are pleasant and have all necessary information readily available. I believe this leads to the best outcomes for clients while simultaneously maintaining a good professional reputation within our small legal community.

GREENSBORO BAR ASSOCIATION FOUNDATION ANNOUNCES FELLOWS PROGRAM

The purpose of the Greensboro Bar Association ("GBA") Fellows program is two-fold. First, to recognize members who have distinguished themselves in the profession by electing them to membership as "Fellows." Secondly, to allow the Greensboro Bar Association Foundation to continue to operate and support various law-related charities, as well as to support other purposes for which the Foundation was established.

The membership will be limited to a maximum of ten percent (10%) of the GBA membership (currently 800 members). The first class will be 20 members. Going forward, the classes will be around eight (8) members. Each fellow will pledge to contribute \$2,000 in either a one-time gift or over a five (5) year period.

The first class of fellows will be announced at the GBA membership meeting in April 2025.

To nominate a fellow use the form or access an online nomination form at **March 1, 2025**.

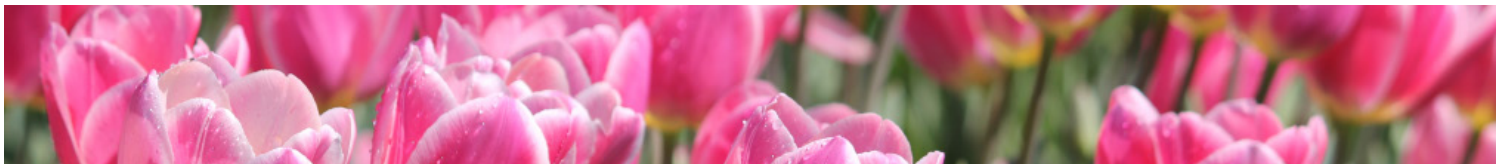
Nominations can be submitted [HERE](#).

The Fellow Committee consists of:

Manisha Patel, GBA President

Davis McDonald, GBA Treasurer

Jason Hicks



GBA AND WOMEN'S RESOURCE CENTER OF GREENSBORO SEEK VOLUNTEER ATTORNEYS FOR EMPOWERING WOMEN THROUGH ATTORNEY HOTLINE PROGRAM

The GBA, in partnership with the Women's Resource Center of Greensboro, is seeking volunteer attorneys for the WRC's Attorney Hotline Program. This program is designed to provide community women, ages 18 and older, with essential legal information, and its goal is to empower these women to make informed decisions based on a clear understanding of their legal rights and responsibilities, particularly as they navigate life transitions.

The Attorney Hotline plays a crucial role in addressing this need, ensuring that women can gain the information they require.

Program Overview:

Appointment Structure: Each appointment is a 15-minute telephone legal information session in the area of law where you feel most comfortable. We emphasize to clients that this service is for answering legal questions and does not constitute legal representation.

Scheduling: We will coordinate appointments for you in 15-minute intervals during the times you are available. Clients will receive your phone number, along with a

written confirmation of their appointment, instructing them to call you at the specified time. If you prefer a more flexible arrangement, please let us know how many appointments you can take each month, and we will adjust accordingly.

To volunteer, please complete the online form by scanning the QR code or at the following link: [Attorney Hotline Volunteer Form](#).

This will help the WRC gather the information needed to schedule you on the hotline. Most attorneys volunteer for 1-2 hours a month, and the WRC greatly appreciates any time you can contribute.



Your willingness to assist WRC clients by providing access to legal information is invaluable and is a rewarding experience for our legal partners. For more information, or with questions, please contact Audrey Amos at audrey@womenscentergso.org.

YOUNG LAWYERS SECTION: CONNECTIONS CONTINUED FROM PAGE 3

New YLS Email Address

YLS has a new email address, younglawyerssection@greensborobar.org. YLS is taking this moment to update its email list. YLS is a free GBA section for attorneys of any age who have been practicing for 5 or less years, or attorneys 40 years of age or younger. If you satisfy one or both of these criteria and would like to be included on emails about upcoming events, please email younglawyerssection@greensborobar.org. We look forward to connecting with all YLS eligible members of GBA!

Connect with YLS:

To provide feedback & suggestions for future events/programming, please email the Young Lawyers Section at younglawyerssection@greensborobar.org. For more information about YLS events & service opportunities, follow us on [Facebook: Greensboro Bar Association's Young Lawyers Section](#).

The Young Lawyers Section would like to celebrate the personal milestones and professional accomplishments of its members. Email YLS at younglawyerssection@greensborobar.org to share achievements that you would like celebrated.



ATTORNEY MARGARET DUDLEY HONORED WITH NC LAWYERS WEEKLY EXCELLENCE IN LAW ICON AWARD

Attorney Margaret Dudley has been named a recipient of the prestigious NC Lawyers Weekly Excellence in Law Icon Award for 2025. This distinguished honor recognizes Dudley's outstanding contributions to the legal profession, her decades of dedicated service, and her profound impact on the North Carolina legal community.

With a career spanning over five decades, Dudley has demonstrated an unwavering commitment to justice, advocacy, and legal education. From her work in family law to her leadership in legal services for survivors of domestic violence, sexual assault, and elder abuse, she has continuously championed the rights of the most vulnerable members of society.

Dudley currently serves as the Supervising Attorney and Project Director for the Elon Legal Services Program at Elon University School of Law, where she has played a pivotal role in developing and implementing civil legal consultation services at Family Justice Centers in Alamance and Guilford counties. Her expertise in litigation, legal research, and federal grant management has contributed to transformative legal initiatives that support victims and enhance community resources.

Among her many accolades, Dudley was named a Legal Legend of Color by the North Carolina Bar Association in 2022 and received the Distinguished Service Award from the Greensboro Bar Association in 2024. The Excellence in Law Icon Award further cements her legacy as a trailblazer in the legal field.

Dudley's contributions extend beyond the courtroom and classroom. She has served in leadership roles with numerous professional and community organizations, including the Greensboro Bar Association, the Guilford County Association of Black Lawyers, and the Alliance for Hope International's Strangulation Institute.

The *NC Lawyers Weekly Excellence in Law Icon Award* celebrates attorneys who have left a lasting impact on the legal profession and their communities. Dudley's recognition underscores her dedication, leadership, and lasting influence in North Carolina's legal landscape.

For more information about Margaret Dudley's work and achievements, please click [HERE](#).



Margaret Dudley



THE GREENSBORO BAR ASSOCIATION PRESENTS

A BENEFIT FOR LEGAL AID OF NORTH CAROLINA

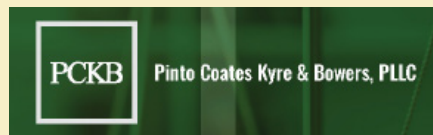
Saturday, March 29, 2025
5:00PM-7:30PM

Boxcar Bar + Arcade
120 W Lewis Street

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GOLD SPONSORS



Robert C. and Sally B. Cone
Fund at the
Jewish Foundation
of Greensboro



SILVER SPONSORS



BRONZE SPONSORS

Law Firm Carolinas
Marc Trigilio
Garrett Walker Aycoth & Olson

COPPER SPONSORS

Elon School of Law
Carruthers & Roth
ER Law
Jason Hicks
Law Office of Manisha P. Patel

Admission

\$60 - Early Bird ends 2/28
\$70 - Advance before 3/28
\$75 - At the door

or mail a check payable to
GBA Foundation to:
P.O. Box 1825
Greensboro, NC 27402

Click or Scan to
Register Online!



GBA REAL PROPERTY SECTION TO HOST DISCUSSION ON GREENSBORO'S DEVELOPMENT TRENDS

Join the GBA Real Property Section for a great meal, drinks and discussion on development trends and current/future projects in and around the Greensboro area with Robbie Perkins, Market President with NAI Piedmont Triad.

This meeting will be held at 5:30pm on **Thursday, March 13, 2025**, at the office of Tuggle Duggins (400 Bellemeade Street, Suite 800). To make a reservation, please call Martha Bailey directly at 336.271.5202 or send an email to m Bailey@tuggleduggins.com.

We look forward to seeing you there!

GIVE FROM THE HEART

Join Elon Law's Blood Drive on Wednesday, March 12!

Dear GBA Members,

Elon University School of Law, in partnership with the American Red Cross, is hosting a blood drive to help save lives!

Date: Wednesday, March 12, 2025

Time: 11:00 a.m. – 3:30 p.m.

Location: Classroom 106, Lincoln Financial Building,
101 W Friendly Ave, Greensboro, NC

Blood donations are urgently needed, and your generosity can make a real difference in our community.

Three ways to Schedule an Appointment:

[CLICK HERE](#) to schedule now!

Call **1-800-RED CROSS** (1-800-733-2767)

Visit RedCrossBlood.org & enter sponsor code: elonlaw

Thank you for your support - we hope to see you there!

SUSTAINING MEMBERS 2024-2025

Thank you for your supporting the mission of the Greensboro Bar Association!

James C. Adams, II
Michael J. Allen
Walter W. "Trip" Baker, III
Alex Barrett
Marc D. Bishop
Jennifer E. Bowden
Stacey A. Brady
Barbara R. Christy
Kevin Claussen
Sally B. Cone
William O. Cooke, Jr.
Jean Marie Craddock
Jennifer Ann Crissman
John M. Cross, Jr.
Wanda Bracks Daughtry
Lindsay R. Davis, Jr.
W. B. Rodman Davis
Kearns Davis
Rachel S. Decker
Daniel L. Deuteran
M. Jay DeVaney

J. Scott Dillon
Robert D. Douglas, III
Catherine C. Eagles
Robert H. Edmunds, Jr.
J. Rufus Farrior, Jr.
John M. Flynn
Angela Bullard Fox
W. Erwin Fuller, Jr.
Richard W. Gabriel
James L. Gale
Tomakio S. Gause
Harry G. Gordon
Chip Hagan
Carrie A. Hanger
Marcus Hayes
J. Patrick Haywood
Perry C. Henson Jr.
Richard H Hicks Jr
John T. Higgins, Jr.
George W. House
Kenneth M. Johnson

Sharon O. Johnston
Paul L. Jones
Kenneth L. Jones
Adam Gates Kerr
Anita Jo Kinlaw-Troxler
Kenneth Kyre, Jr.
D. Beth Langley
Kathryn S. Lindley
Jamey M. Lowdermilk
Kathryn A. Mangus
Kathy Manning
Larry I. Moore, III
Jeffrey E. Oleynik
Justin N. Outling
L. Nicole Patino
Galina "Allie" Petrova
Reid L. Phillips
Jim W. Phillips, Jr.
Richard L. Pinto
Jan Pritchett
John P. Reilly

James M. Roane III
Sarah H. Roane
Stanley L. Rodenbough, IV
Kurt A. Seeber
Marcus Allen Shields
Robert A. Singer
John H. Small
Stanley E. Speckhard
Dennis Toman
Joseph E. Turner
Randall A. Underwood
Christopher J. Vaughn
Robert A. Wicker
Howard L. Williams
Edward C. Winslow III
Keith A. Wood
Carolyn J. Woodruff
Tom Wright
Charles P. Younce
Elizabeth Zook

JOIN THE GBA MEMBERSHIP COMMITTEE'S MEMBERSHIP CHALLENGE FOR 2024-25!

We challenge YOU to participate in at least 15 of the events and activities in the list below during the current programming year! Check off each activity you participate in and write in the date of participation and any other relevant information. For events that recur, such as member meetings, you will get credit for each event you attend. We have included some write-in lines to cover any additional activities scheduled as the year progresses. All successful challenge participants will be recognized at the final meeting of the year and in the GBA's newsletter, as well as receive a prize of special GBA merchandise! We look forward to seeing you at many of these events!

Name: _____

- Attend a lunch meeting _____
- Attend a dinner meeting _____
- Donate to the elementary school book project _____
- Attend a Lunch & Learn _____
- Attend the GBA's Annual CLE _____
- Attend the Annual Picnic at the Grasshoppers _____
- Attend the Holiday Party _____
- Participate on a GBA committee _____
- Qualify for the Herb Falk Society _____
- Volunteer as a mentor _____
- Volunteer in the Welcome Wagon program _____
- Attend a Mix-n-Mingle (including mixers during the summer of 2024 for interns) _____
- Participate in an event planned by the community involvement committee _____
- Attend the Legal Aid Fundraiser _____
- Provide a raffle item for the Legal Aid Fundraiser _____
- Sponsor the Legal Aid Fundraiser _____
- Recruit a new member _____
- Join the Young Lawyers Section _____
- Attend a meeting/event of the Business/Corporate Law, Real Estate, or Family Law Sections _____
- Participate in an event planned by the pro bono committee _____
- _____
- _____
- _____

Any Questions? Please reach out to the Membership Committee Co-Chairs: [Alicia Edwards](#) or [Sarah Roane](#).

lawyers who are changing jobs, careers, or negotiating salary. While the relationship is impactful in the moment, neither of us has the expectation that we will be having coffee monthly for the next year.

Establishing Safe Spaces for Vulnerability. Leaders who share their own professional struggles create an environment where vulnerability is not seen as a weakness. By encouraging honest conversations about mistakes and challenges, law firms can foster a culture of authenticity and resilience.

The old saw about walking to school for three miles in the snow doesn't resonate with young lawyers. Do you know why? Because as their parents, or grandparents, or aunts and uncles, they didn't walk to school in a blizzard. They had door-to-door delivery everywhere they went. If the car broke down at midnight, they had a mobile phone to call you to come pick them. You kept them engaged in climbing a ladder of achievements from grammar school forward in order to provide them with the best opportunities available. This isn't your fault; it is just a completely different experience than what many law firm founders experienced growing up and launching into adulthood.

Respect the differences and allow your NextGen hires to ask questions and make mistakes in a safe environment.

Building Peer Networks. Young attorneys benefit from connecting with peers who share similar experiences. Facilitating virtual and in-person networking opportunities fosters community, encourages collaboration, and creates a support system for handling workplace challenges.

Provide Clear Career Development Pathways. Firms should outline clear advancement paths that include skill-building workshops, leadership development, and client interaction opportunities. Defining these pathways offers young attorneys direction and motivation to grow within the firm.

Encourage Work-Life Balance. Offering flexible work arrangements and promoting mental health resources can help young attorneys maintain balance. Leaders should model healthy boundaries and create policies that recognize the importance of personal well-being.

Addressing Representation Gaps. Firms must actively promote diversity by creating pathways for underrepresented groups to rise into leadership positions. This requires an intentional focus on equitable access to career opportunities.

Inclusive Mentorship Programs. Mentorship should be inclusive, taking into account the unique experiences and challenges of attorneys from diverse backgrounds. Pairing mentees with mentors who share similar experiences can foster stronger connections and more impactful guidance.

Empowering new attorneys requires more than just an informational interview with the office manager as they sign new hire paperwork. Engaging NextGen lawyers demands a cultural shift within law firms to create supportive, inclusive environments where young lawyers can thrive. By addressing the challenges they face, providing clear pathways for growth, and embracing technology-driven solutions, firms can nurture the next generation of legal talent. In doing so, they ensure not just the success of individual attorneys but the future strength and relevance of the legal profession as a whole.

Camille Stell works with Lawyers Mutual and is the co-author of the book, RESPECT – An Insight to Attorney Compensation Plans available from Amazon, 2nd Edition published October 2024. Continue this conversation by contacting Camille at camille@lawyersmutualinc.com or 800.662.8843.

