

THE GBA NEWS DOCKET

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Desmond Sheridan
*President of the
Greensboro Bar
Association*

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Message from the President

At our membership meeting this week, we were privileged to present the GBA Distinguished Service Award (our highest honor) to Alan Duncan. Congratulations again Alan – you really deserve it. We were very happy to welcome Governor Cooper who presented the award. That may be the highest ranking official to attend a GBA meeting and it was great to have him. Thanks again to Judge Patrice Hinnant for arranging the Governor’s attendance. It’s great to have connections and we appreciate Judge Hinnant using them in service to GBA.

We also had a great speaker at the meeting, Todd Navin, the CFO of Haeco. It was interesting to get a look at a big corporate presence here in Greensboro (and some cool airplane pictures) that most of us don’t ever think about. So we had a lot packed into a 45 minute Zoom meeting.

Next month we have our election meeting. We’ll be hosting Senator Jon Hardister and Senator Ashton Clemmons. It should be a good update on what’s going on at the legislature.

The November meeting will be a joint meeting of the GBA and the 24th Judicial District Bar so the 24th can elect State Bar Councilors. The slots are currently held by Judge Patrice Hinnant and Steve Robertson. Nominations are open now through the meeting so feel free to submit any nominations (including yourself) for these important positions. All members of each Bar are invited to attend the meeting but only members of the 24th may vote in the virtual election.

November is our last membership meeting of 2021. We made the decision to do the meetings virtually this year so we’ll need to decide if our 2022 meetings can be live. I want live meetings for networking purposes but, of course, we have to keep everyone safe too. We’ll keep the membership posted on progress there.

I also want to give another plug to the “Barristers and Baristas” program the membership committee is sponsoring. For you experienced attorneys, it’s a great opportunity to meet some newer Bar members and for you newer members, a chance to get some (hopefully) good advice on your practice from a seasoned (I’m trying avoid saying “older”) colleague. We’ll even reimburse you for the coffee. Anyway, please sign up for this great program.

Desmond Sheridan
GBA President, 2021-2022

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

NOVEMBER CALENDAR NOTES

- November 9** Virtual Judges Panel
(Do's and Don'ts of Virtual Court),
12:45 PM, Zoom
- November 10** Board Meeting,
4:00 PM, Zoom
- November 17** YLS Board Meeting,
12:00 PM, Zoom
- November 18** Member Meeting,
12:30 PM, Zoom
- November 19** Free 1-Hour COVID Vaccine CLE,
12:00 PM, Zoom
- November 20** Submission Deadline for the December
Newsletter

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

[Click Here for Legal Community Events](#)

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®

NEW MEMBERS

Approved October 2021

Tyana Bond
Legal Aid of NC
Endorser: Sarah H. Roane

Kelly Brosky
Triad Legal Group, Inc.
Endorser: Sharon E. Dunmore

Ashley B. Chandler
Fox Rothschild LLP
Endorser: Kip D. Nelson

Jimmy Chang
Brooks Pierce McLendon Humphry & Leonard, LLP
Endorser: Sarah M. Saint

Matthew B. Gibbons
Ellis & Winters LLP
Endorser: Christopher W. Jackson

Alongkorn Khamkam
Endorser: Sarah H. Roane

Joshua A. Landreth
Guilford County Public Defenders Office
Endorser: S. Alexandra Snow

Agustin M. Martinez
Ellis & Winters LLP
Endorser: Dixie T. Wells

Casey T. Robinson
Garret Walker Aycoth and Olson PLLC
Endorser: Hilary A. Hux

Kasi W. Robinson
Brooks Pierce McLendon Humphry & Leonard, LLP
Endorser: D. Beth Langley

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.



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.

THREE ORGANIZATIONAL SKILLS FOR WORK FROM HOME SUCCESS

While there are many benefits to working remotely, one risk is that work life blurs into home life with no differentiator.

Here are three habits I have developed to maximize my results and success.

1. Routines are Key

Consistency and routine are more important than ever when your office commute is a flight of stairs.

While many of us start the workday with online news or immediately digging into email, I suggest you ditch the habit. What starts out harmlessly as a few minutes catching up can often turn into hours down a rabbit hole. A 2019 annual email usage study by Adobe found that the average person spends more than five hours per weekday on email.

If you must start with email, make it a quick skim to ensure you aren't missing an important message from a boss or client then get on with your work.

I typically start my day with a three to five item priority list that I created the day before. This is not my entire "to do" list. But the priority list reflects those things that *absolutely* must get done.

My favorite way to start work is with a writing project for a client or an article or book I'm working on. While my mind feels fresh, and the day is full of possibilities the writing seems to flow. After writing for an hour or two, I need to stretch, get water, and walk for a few minutes to get the blood flowing. Then I return to the writing project or at this point in my day, use a scheduled amount of time to return calls or emails.

While I don't follow my routine *every* day, on the days that I do, I am more productive. The productive morning then sets the tone for the rest of the day.

Wind-down Routine

I first got the idea of a wind-down routine from my writing coach, Daphne Gray-Grant. Daphne is a believer in the discipline needed for writing, but I find many of her suggestions work for anyone who needs discipline to be successful in their careers. I find the wind-down routine helps me clear my brain for the remainder of my evening – which is particularly important when working from home.

I make sure that I leave my desk neat, that I've checked items off my priority list, and that I have created my priority list for the following day. This sense of satisfaction I gain during the wind-down routine is important for me to separate the workday from my personal time.

Daphne agrees that many experts suggest using an end-of-day ritual to plan for the next day, but she says, "I've never been drawn to that. Besides, I find it invigorating to plan my day in the morning so I can get *excited* about what I'm going to accomplish that day."

While I appreciate her approach to planning in the morning, Daphne is an admitted "morning lark". For me, I prefer to set my priorities the day before so there is a plan in place when I sit down at the computer. With experimentation, you will find the system that works best for you.

I start my wind-down routine about 30-45 minutes before the end of my day. While your routine will be different, here's a look at mine:

- Final review of email
- Review and check off today's priority list
- Create tomorrow's priority list
- Shut down computer
- Leave work behind and focus on family, friends, and self

2. Trade Your To-Do List for Your Calendar

Peter Bregman, the author of *Four Seconds: All the Time You Need to Replace Counter-Productive Habits with Ones that Really Work*, suggests rather than working from a to-do list, that instead we put the tasks on a calendar which serves as our blueprint for the day.

"The reason we're always left with unfinished items on our to-do lists is because those lists are the wrong tool to drive our accomplishments. Decide when and where you will do something, and the likelihood that you'll follow through increases dramatically," he writes.

Calendars help you prioritize, says Bregman. "A calendar is finite; there are only a certain number of hours in a day. That fact becomes

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Nicole Scallon
is President of the
Greensboro Bar
Association's Young
Lawyers Section
and is an attorney
with [Henson & Talley
LLP](#).

Young Lawyers Section: Connections

Swearing-In Ceremony A Success:

On October 29, 2021, the Young Lawyers Section hosted its Fall Swearing-In Ceremony on Zoom. A number of newly licensed attorneys were remotely sworn into North Carolina state and federal court. We appreciate all the support from those who attended the event and we would like to specially thank Judge Eagles, Judge Cabbage, Judge Shields, Judge Archie, Clerk Brubaker, Ms. Roberta Curry, and all of the other individuals who participated and helped us facilitate such a special event. We look forward to welcoming the newly sworn-in attorneys to the GBA and YLS.

Connect with YLS:

New connections events are being planned and please keep a lookout for YLS e-mail blasts and Facebook posts regarding those events. We hope you can join us soon for one of our upcoming events!

Do you have any ideas for future YLS events, service projects, and/or socially distant activities? Please share by emailing Nicole Scallon at nscallon@hensonlawyers.com.

Do you want more information about upcoming YLS events or to find out how you can get involved? Check out our website at www.greensboroyls.org. Also follow us on [Facebook @ GreensboroBarYLS](#).

If you would like to be added to the YLS email list, please email Nicole Scallon at nscallon@hensonlawyers.com.

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

BARRISTERS AND BARISTAS NETWORKING OPPORTUNITY

This year, the GBA and its Membership Committee want to facilitate additional welcoming touches for new members (particularly if meetings continue to be remote due to COVID-19) and networking opportunities for existing members. We have heard how much our members miss the opportunity for fellowship and connections with each other. The GBA will provide a limited number of gift cards (on a first come, first served basis) to cover the cost of coffee for two members.

Please let us know if you would like to participate by completing this Google form: <https://forms.gle/krb1mHeQoyEjj7oq9>

Once we've heard from members about their interest, the Membership Committee will facilitate connections between participants. Thanks for your interest! And a hat tip to Judge Hassell for his idea in naming the project.

Questions? Email Diane Lowe: admin@greensborobar.org



DONATIONS NEEDED FOR THE ANNUAL HOLIDAY ELEMENTARY BOOK PROGRAM

The holiday book program at Jones Elementary is a wonderful Greensboro Bar Association tradition, one that has endured even a pandemic, thanks to your continuous support! Although the holidays still won't be back to "normal" this year, the Elementary School Project committee is commencing our fundraising to gift books to the children at Jones Elementary School. GBA member donations will be used to purchase books for the K-5 children in the Traditional English program at the holidays, and for all "graduating" 5th graders in the spring, with any additional funds raised donated to the school's food bank. School staff will be working with us to distribute the books to the students.

[Donate now online](#), or mail your check made payable to the Greensboro Bar Association Foundation, with "Elementary School Project" in the memo line, to:

Greensboro Bar Association Foundation
P.O. Box 1825
Greensboro, NC 27402

We need your help to wrap books! Because we will not wrap books in-person again this year, we are relying on individuals and firms to volunteer to wrap books. Just like last year, Adam or Erin will deliver the books and wrapping supplies to your home or office, and you can drop them off at Adam's office when you are finished! To volunteer or for more information, please contact [Adam Kerr](#) or [Erin Reis](#).

Donations are tax-deductible, with receipts sent to each donor. Thank you in advance for your continuing support – the children and teachers at Jones thank you too!

[Click to Donate Online Now](#)

THREE ORGANIZATIONAL SKILLS FOR WORK FROM HOME SUCCESS Continued from page 3

clear the instant we try to cram an unrealistic number of things into a finite space."

Daphne finds structuring your day is essential. "My productivity took a huge leap as soon as I started using time-blocking. Each morning I take five minutes to plan. First, I decide my three to five priorities for that day. Then, I schedule when I'm going to do them by entering my tasks (not just meetings, but tasks) into a daily calendar, that's divided into 30-minute chunks. This is one of my best tips for writing from home."

Daphne and I both love the Pomodoro method as a productivity tool. Pomodoro is the practice of devoting 25 minutes to a task. It's perfect for writing, I'm using my Pomodoro app as I'm writing this article. It's also a great way to manage email. Most productive people only check their email a few times a day. Schedule email management on your calendar and use a Pomodoro timer to guide you quickly through the process.

3. Practice Wellness and Self-Care

Much has been written about the importance of getting enough sleep. During the pandemic, I have slept more than usual. In talking with my doctor about it, she assured me it was healthy. During sleep our bodies rest, rejuvenate,

and heal. For most people, living through the pandemic has taken an emotional, mental, and physical toll and getting plenty of rest is key to well-being.

Exercise is another key component of wellness and self-care. Because I have not been going to the gym during the pandemic, I bought a small set of weights to keep in my home office. I use the weights, as well as floor exercises and stretching in five-to-ten-minute increments three times a day. I use my Fitbit to provide reminders every 50 minutes to get up and move around. Sometimes, I just head downstairs for water or a snack, other times, I'll run out to check the mail. But at least three times a day, I perform my at-home exercise routine to keep me moving and my head clear.

Conclusion

Whether you add these skills to your routine, or you establish your own, organizational habits and schedules will improve your efficiency and productivity.

Camille Stell is the President of Lawyers Mutual Consulting & Services and helps lawyers build modern law firms. Continue this conversation by contacting Camille at camille@lawyersmutualconsulting.com or 800.662.8843 or visit www.lawyersmutualconsulting.com.

ALAN DUNCAN RECEIVES 2021 GBA DISTINGUISHED SERVICE AWARD



Alan W. Duncan

The Greensboro Bar Association established the Distinguished Service Award in 1993 to annually recognize a lawyer for exhibiting a deep devotion to the legal profession and an enduring contribution to the administration of justice and the public good through unselfish service. Alan Duncan was honored at the Greensboro Bar Association's virtual member meeting on Thursday, October 21, 2021. Governor Roy Cooper made the presentation.

Members are invited to read the nomination submitted by the Awards Committee [HERE](#).

CELEBRATING NATIONAL PRO BONO WEEK

Members of the North Carolina access to justice community are putting the focus on pro bono as part of the National Pro Bono Week Celebration. The annual celebration has been celebrated in conjunction with the American Bar Association's National Celebration of Pro Bono: Moving Forward in a Post-Pandemic World (this year's theme) and is held from October 25th through October 31st, 2021. The National Pro Bono Celebration focuses the nation's attention on increased need for pro bono services and celebrates the outstanding work of lawyers who volunteer their services throughout the year.

During Pro Bono Week, North Carolina legal aid programs, bar associations, law firms, law schools, and others will celebrate pro bono by recognizing volunteers, offering training, providing pro bono legal services at clinics, hosting events to raise money for legal aid, and raising awareness of the need for pro bono. For more information about events in your area, visit <http://www.probono.net/celebrateprobono>.

The NC Equal Access to Justice Commission was established in November 2005 by order of the North Carolina Supreme Court. The mission of the Commission is to expand access to civil legal representation for people of low income and modest means across North Carolina. In pursuit of this mission, the Commission established the North Carolina Pro Bono Resource Center in 2016 to provide resources for attorneys and for the community to share areas of legal services needs throughout North Carolina.

WHY PRO BONO WORK?

The overall access to justice gap in the United States, per 2017 statistics, is roughly 86% of the civil legal problems reported by low-income Americans who received inadequate or no legal help.

There is only one legal aid attorney for every 8,000 low-income people in North Carolina. There is one private attorney for every 367 North Carolinians. [The North Carolina Administrative Office of the Courts records provided that more than 1.7 million civil legal cases \(or 340,761 per year\) were litigated from 2015 through 2019 \(PDF\)](#). Additionally, in 2018, there were more than 2 million North Carolinians who were eligible for services of legal aid. While at least 71% of low-income families will experience one civil legal problem per year and of those civil legal needs, 86% of those will go unmet due to limited resources for civil legal aid providers.

WHO CAN PERFORM PRO BONO WORK?

In 2010, the North Carolina Rules of Professional Conduct adopted Rule 6.1, which states that "every lawyer has a professional responsibility to provide legal services to those unable to pay. A lawyer should aspire to render at least fifty (50) hours of pro bono publico legal services per year."

The North Carolina State Bar also offers Pro Bono Practice status to inactive and out-of-state lawyers to complete pro bono legal assistance through a nonprofit legal services corporation.

KENNETH J. GUMBINER CELEBRATES 50 YEARS IN THE PRACTICE OF LAW



Kenneth J. Gumbiner

The GBA wishes member Ken Gumbiner a very Happy 50th Anniversary! Ken has been practicing law for fifty years. He received his Juris Doctor from the University of Illinois and was first licensed in that state in November of 1971.

Ken moved to Greensboro in 1984, and currently practices with Higgins Benjamin where he focuses on matters involving business and civil litigation, intellectual property, and construction law. He is a graduate engineer and has experience in all forms of dispute resolution, including complex litigation, arbitration, and mediation. In 1992 he became one of the first mediators certified by the North Carolina Dispute Resolution Commission and since then has mediated over 500 cases. He has been recognized by *Super Lawyers*, *Best Lawyers in America*, *Legal Elite in North Carolina*, and was inducted as a Fellow into the Litigation Counsel of America in 2011, a group recognizing less than one-half of one percent of trial lawyers.

Ken is married to former GBA Administrator, Chris Gumbiner.

Congratulations, Ken!

GBA OFFERS FREE CLE ON VACCINE MANDATES

COVID-19 Vaccine Requirements and Exemptions
1.0 Hour of General CLE Credit*

Friday, November 19, 2021

12:00 PM – 1:00 PM (via Zoom)

This CLE presentation will cover a history of vaccination mandates, as well as briefly explore some of the established law on vaccination mandates. The CLE will explain how the current vaccine mandates are allowed under law, including a brief discussion of the current recommendation that all employers with more than 100 employees require

vaccinations. The presenters will further explore religious and medical exemptions from vaccination mandates. The analysis will provide an overview of the Americans with Disabilities Act and Title VII of the Civil Rights Act of 1964, including the requirements of each when requesting or responding to a request for an exemption from vaccinations in the workplace. The differences between an “undue hardship” and an “undue burden” will be discussed.

**Pending approval by the North Carolina State Bar*

FAMILY LAW SECTION NEWS AND UPDATES!

Upcoming Events:

11/9/2021: Virtual Judge’s Panel featuring Chief District Court Judge Teresa Vincent and District Court Judge K. Michelle Fletcher) on the Do’s and Don’t’s of Virtual Court. 12:45- 1:45pm. Zoom link will be sent to email.

12/14/2021: Virtual Panel on Collaborative Law featuring Michele Smith, Elaine Ashley and Steve Robertson. 12:45-1:45pm. Zoom link will be sent to email.

1/11/2022: Virtual CLE presented by Our Family Wizard. Cost is \$10.00 and will cover the CLE fee. 1 hour of CLE credit (general, pending approval with State Bar). Registration must be in advance.

The Family Law Section will be doing a membership drive between now and end of year. Membership inquiries can be sent to my office: info@spidellfamilylaw.com. Dues for the FLS are \$40.00. All FLS members must also be members of the Greensboro Bar Association.

CLOTHING DRIVE- We will be holding a “warm weather gear” drive for the local homeless community in the Lawyer’s Lounge of both courthouses (Greensboro and High Point) during the month of November. Look for the wrapped Donation Boxes. If you/your office would like to make a bulk donation, we can arrange for pickup from your office. Please email: info@spidellfamilylaw.com to arrange pickup. Items requested are: socks, toboggans/beanies, earmuffs, gloves, HotHands, coats, etc.



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