

# THE GBA NEWS DOCKET

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Marcus Allen Shields  
*President of the  
Greensboro Bar  
Association*

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## Message from the President

Dear Members,

I hope that Fall has provided a fruitful harvest for all of you as you endeavor to improve the lives of your families, clients, and community. We are continuing the work that we are charged to do as an organization. We have continued work on the Habitat for Humanity Build for the deserving family. We are making plans to give back to our local schools through the Holiday Project. Look out for information on the Holiday Party. We are planning to have a fantastic event raising money for NC Legal Aid. We are appreciative of our members, and we value each one of you. Thank you to Guilford County Recovery Courts who served as our October 2022 Member Meeting Guest Speaker. For those in attendance, I am sure that each of you were deeply impacted by the speakers, including the success stories provided by past and current recovery court clients. We are better as a community because Guilford County has provided an alternative service for recovery for those in need of substance abuse treatment and mental health treatment services who happen to have interaction with the criminal justice system. As we continue to fulfill our mission, I hope each of you will consider joining or assisting a committee. The focus for this year is both community and wellness. Through our projects and initiatives, I hope that we can continue to improve the profession and our community. I look forward to seeing each of you at the November 2022 member meeting!

Marcus Allen Shields

President, Greensboro Bar Association 2022-2023

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

# NOVEMBER CALENDAR NOTES

- November 3** GBA Real Property Section Meeting,  
6:00 PM, Tuggle Duggins
- November 9** GBA Board Meeting,  
4:00 PM, Self Help Building
- November 16** YLS Board Meeting,  
12:00 PM, Sigmon Klein, PLLC
- November 17** Member Meeting,  
12:30 PM, Greensboro Country Club
- November 20** Submission Deadline  
for December 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](#)

## REAL PROPERTY SECTION DINNER MEETING

The GBA Real Property Section will meet for dinner on Thursday, November 3, 6:00pm at 400 Bellemeade Street, Suite 800 (the FNB Building beside the Grasshopper Ballpark). Our guest speakers will be Kevin Redding, Executive Director, and Kalen Kingsbury, General Counsel, from Piedmont Land Conservancy. To make a reservation, please call Martha Bailey directly at 336-271-5202 or send an e-mail to [m Bailey@tuggleduggins.com](mailto:m Bailey@tuggleduggins.com)

## NEW MEMBERS

Approved on October 12, 2022

Chief Justice Mark D. Martin  
*High Point University School of Law*  
Hon. Robby Hassell

Kathryn A Mangus  
*Bagwell Holt Smith PA*  
Richard Glenn III

Sean Thomas Placey  
*Fox Rothschild LLP*  
Patrick M. Kane

Shauna L. Baker-Karl  
*Tuggle Duggins, PA*  
William G. Burgin

Alexandria B. Morgan  
*Tuggle Duggins, PA*  
William G. Burgin, III

### 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  
Mutual Consulting  
& Services. Continue  
this conversation  
by contacting  
Camille at [camille@  
lawyersmutualnc.com](mailto:camille@lawyersmutualnc.com)  
or 800.662.8843.

## WORKPLACE LESSONS LEARNED DURING THE PANDEMIC

While some law firms never shut down, and others were remote prior to the pandemic, many businesses and firms returned to the office in Spring 2022. Lawyers Mutual was one of those. After 24 months working from home, we returned to work from the office with a hybrid plan.

### Lessons Learned Since 2020

What companies found about work from home is that people are just as productive, if not more so, when working from home. There were plenty of articles and surveys confirming this result.

Then in 2021, a strange thing begins to happen, people quit their jobs. The Great Resignation refers to the 33 million Americans who have quit their jobs since the spring of 2021. People are rethinking where, how, and why they work.

NPR's *Planet Money* team uses the term, the Great Renegotiation, and says it's not uncommon in a strong job market to see workers look for better pay, perks, and flexibility. During a strong job market, bargaining power shifts to employees.

As a result, employees expect flexibility from their employers. As a result of the pandemic, business has technology systems in place that allow for remote work, we have collaboration tools that allow us to stay in touch, and we are able to look at our business results to know that our employees were productive.

### Survey Says

A Webex report shows:

- 57% of employees expect to be in the office 10 days or less each month
- 77% of employees will embrace a flexible workstyle
- 97% of employees want changes to make the office safer before they return

### Hybrid Work Schedules

While lawyers have typically had flexibility and the tools to work remotely, paralegals and other team members are often not given the

same opportunity. It's not uncommon for firms to require support staff to work from the office and the technology and equipment provided for staff doesn't accommodate remote work.

During the pandemic, as law firms had to figure out how to have everyone work at home, Martindale-Avvo surveyed firms and 50% of those surveyed plan for their staff to continue working remotely in some fashion when the pandemic is over.

For many firms, making this decision will help them remain an employer of choice in a tight job market where the best talent has many options.

There is no question that lawyers and team members are going to be interested in hybrid situations. Commute time can be significant for those living in metro areas or traveling into metro areas to work. I typically spend 1.5 – 2 hours a day on my commute. Having that extra time available to focus on myself and my family, or pending work projects when necessary, increased my wellbeing during the pandemic. Many lawyers and team members report the same while expressing a desire for hybrid opportunities. It seems we all want the best of both worlds, the ability to re-enter the world, collaborate with our colleagues, yet have some days during the week where we don't fight the commute.

### Trends

- 64% of people say the ability to work from anywhere affects whether they stay at or leave a job (Hybrid Work Index, Cisco, February 2022)
- 81% of people either do not want to go back to the office at all, or would prefer a hybrid schedule (Future of Work from Home Research, Harvard Business School)
- 58% of those working from home said they are using workplace collaboration tools more than they were pre-pandemic (Future of Work Research, Forbes, March 21)
- 87% of executives expect to make changes to their real estate strategy in 2022 (Remote Work Survey, PWC, January 2021)

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

## Young Lawyers Section: Connections

Last month, the Young Lawyers Section held its Fall Swearing-in Ceremony for the admission of newly licensed attorneys to the state and federal courts. Thank you to all Young Lawyers Section members and GBA members who were able to join us to support our newly licensed attorneys! The event was a success, and we hope to hold another swearing-in ceremony in the spring.

### Lunch and Learn Series:

The Young Lawyers Section is planning a Lunch and Learn series in November 2022. The Lunch and Learn series will feature a prominent attorney in the community who will offer advice to new and aspiring attorneys on furthering their careers and making the most of the legal profession. This will be a great opportunity to learn while enjoying lunch on the YLS and networking with other young lawyers in the community. If you are a young attorney, or know a young attorney, and would like more information, please contact the YLS at [robert@sklawnc.com](mailto:robert@sklawnc.com). The date and location of the November 2022 Lunch and Learn event will be announced on the YLS Facebook page as it is confirmed.

### 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 at [robert@sklawnc.com](mailto:robert@sklawnc.com).

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 at [robert@sklawnc.com](mailto:robert@sklawnc.com).

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.

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## DONATIONS NEEDED FOR THE ANNUAL ELEMENTARY SCHOOL HOLIDAY BOOK PROGRAM!

It's once again time to kick off fundraising for the Jones Elementary School project, a wonderful Greensboro Bar Association tradition. For new members or those that need a refresher, each year the GBA raises money to purchase and hand out books to the K-5th graders in the neighborhood leadership division of the school, as well purchase and deliver books to all 5th graders shortly before summer break. In previous years, strong member participation allowed the GBA to donate excess funds to the Jones Elementary School Food Bank.

We are excited to report books will once again be wrapped by members at the GBA holiday party and hand delivered to students, as in years' past.

We can't keep this wonderful tradition alive without your donations so please 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

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!

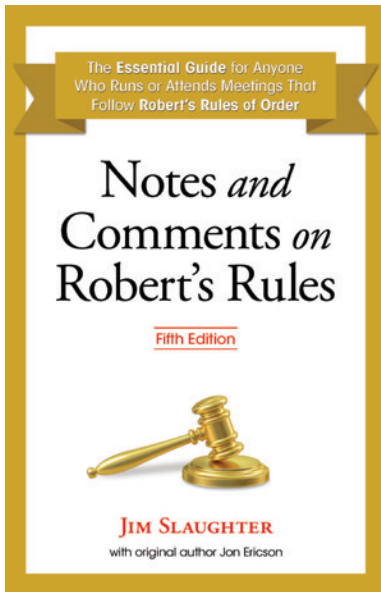
[\*\*Click to Donate Online Now\*\*](#)

# JIM SLAUGHTER AUTHORS NEW BOOK ON MEETING PROCEDURE



Jim Slaughter

Jim Slaughter, a partner at Law Firm Carolinas, has a follow-up book to his *Robert's Rules of Order Fast Track*, released earlier this year. *Notes and Comments on Robert's Rules, Fifth Edition* is a user's guide to meetings and Robert's Rules of Order that uses a question-and-answer format to cover the most misused and asked-about provisions. *Notes and Comments* previously received the Phifer Award from the National Communication Association.



## LAW FIRM CAROLINAS NAMED TO FAST 50 LIST

Law Firm Carolinas has been named by the *Triad Business Journal* to its "Fast 50 List," which consists of the 50 fastest growing businesses in the Triad. Managing Partner Carole Albright points to several examples of the firm's growth over the past three years, including the purchase of a larger Charlotte office, renovations in the Greensboro office, and the opening of several new offices, for six total—Greensboro, Charlotte, Raleigh, Wilmington, Columbia (SC), and Greenville (SC).

# SPECIAL DISTRICT COURT JUDICIAL ELECTION RESULTS

A special joint meeting of the 24 and 24H Judicial District Bars was held on Wednesday, October 26 for the purpose of selecting five nominees for the District Court judicial vacancy occasioned by the resignation of the Honorable Marcus A. Shields.

The five elected nominees:

Walter W. "Trip" Baker - 112 votes

Tomakio S. Gause - 72 votes

Brenton J. Boyce - 68 votes

John Parker Stone - 67 votes

Susan Yu O'Hale - 62 votes

Other results:

William H. Hill - 54 votes

Taniya D. Reaves - 38 votes

Rebecca Perry - 23 votes

Lisa Maria Grigley - 6

## HOLIDAY GATHERING SAVE THE DATE



## WILLIAM WELCH JORDAN

August 28, 1945 – September 28, 2022

William (“Hark”) Welch Jordan died in the company of family after several years of chronic illness. He was born on August 28, 1945, in Greensboro, North Carolina, to Welch Oliver and Marietta “Raggie” Credle Mann Jordan. He attended Emory University and was a graduate of the University of North Carolina at Chapel Hill (1967) and UNC School of Law (1970).

He practiced family law for 50 years with the firm founded by his father and now known as Hill Evans Jordan & Beatty, PLLC. He was a member of the Greensboro Bar Association and the North Carolina Bar Association. He served from 1978-1980 as chair of the NCBA Family Law Committee, forerunner of the Family Law Section, from 1988-91 as a member of the Section council, and from 1986-2000 as a member of the Section Curriculum Committee. He also served as a member of the Special Services Committee of the Greensboro United Way, the boards of the Mental Health Association in Greensboro and The ARC of Greensboro, and as a vestry member and senior warden of St. Francis Episcopal Church, where he was a long-time member. He was the Democratic candidate for the seat from the 5<sup>th</sup> Congressional District of North Carolina in the 2004 general election.

William spent many years dedicated to the Greensboro Power Squadron helping others to develop their boating skills and build their confidence in boating. He loved stories, both telling them and reading them. Retellings of adventures in boating, fishing and coastal camping, pranks, and family histories were among his favorites. He shared his love of fishing and time on his boats with his family, friends and dogs. He was a lifelong ardent fan of the UNC Tarheels.

His intellectual curiosity, evidenced by his love of books, art, media and culture of all types, is reflected in his extensive library and wide travels. His love of history and global studies led him to enroll in Russian history classes through Wake Forest University as recently as spring of 2022.

William was predeceased by his parents and by his sister, Martha “Marty” “Trot” Welch Jordan Holderness and his niece, Melissa “Missy” Claire Beavers. He is survived by his wife, Olive Beavers Jordan; his four children, Robert Wiley Hutchison, Jr. (Chris), William Patrick Jordan (Christopher Edick), Carol Welch Jordan, Mary Credle Jordan (Jeff Smith); ten grandchildren, Ashley Louise Hutchison, Corey Rees Jordan (Jacob Martin), Charles Wallace Hutchison, Robert Wiley Hutchison, III, Olivia Jordan Fitzsimons, John Steele Hutchison, Georgina Welch Fitzsimons, Wren Walker Smith, Mia James Holt, and Oliver Scott Smith; three great-grandchildren, Willow Faith Jordan, August Lionel Jordan, and Atlas James Jordan; sister, Janet B. Alberty (Buddy); nieces, Laura Holderness Payne (Clinton) and Sarah Turner Hancock (William); and nephews, Howard Holderness, III (Jennifer), Eddie James Alberty (Meghan), Carlson Reid Turner (Rana Lee), and Douglas Christopher Turner.

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## IN MEMORIAM

### LUCIEN W. PULLEN

December 12, 1927 – August 21, 2022

Lucien W. Pullen, age 94, passed away on August 21, 2022, from the effects of Alzheimer's Disease. Surrounded by family and friends, he remembered his life with fondness and was kind to everyone he encountered. In 2021, after surviving Covid, he was deemed "an absolute southern gentleman" by the doctors and nurses. With the help of Elizabeth Residence in Bayside, Wisconsin, as well as Badger Hospice in Wisconsin and Transitions Hospice of Raleigh, he was cared for and transported back to North Carolina where he spent the last month of his life with his daughter, Kiki.

Born December 12, 1927, Lucius grew up in Roanoke Rapids and Nash County with his parents, Robert and Emily Pullen. He is predeceased by his parents, his wife Jane Scales Tucker Pullen, as well as all of his siblings: Phillip (Julia) Pullen, Charlie (Peggy) Pullen, and Betty (Broadus) Rose. He is survived by his son Stuart (Katherine) and his daughter, Kiki. Both grew up in Raleigh and live in North Carolina. He is also survived by four grandchildren: Garrett (Kacey) West, Gill (Avery) West, Nicholas West, and Anna West. In addition, he has one great granddaughter, Rosemary, and one great grandson on the way, and he enjoyed many nieces, nephews, great nieces and great nephews.

Lucius graduated from Wake Forest University in 1951 and UNC Law School in 1954. After beginning his law career in Asheville, North Carolina, he worked with Allen, Steed, and Pullen in Raleigh before serving as counsel for the North Carolina Department of Insurance. He was Assistant Attorney General for the State of North Carolina, and later Vice President and Head Counsel for Texasgulf Chemicals Co. After retiring from Texasgulf, he continued to work in mediation as well as taking part in North Carolina legislation for associations such as the American Cemetery Association, the American Mining Association, and the American Medical Association. He was an avid tennis player and racquetball player until he was 88 years old, and stopped playing when he sustained a knee injury. He was a member of Christ Episcopal Church in Raleigh and, later, Holy Trinity Episcopal Church in Greensboro. He gave tirelessly to the community of North Carolina through his time and dedication to many civic and charitable organizations over the years, and he loved his family.

## Designing the Best Hybrid Workplace

Firms express the same concerns about how remote work will impact law firms over time. Here are some best practices to implement.

**Be intentional in mentorship and training.** Partners are concerned about how Next Generation employees will be mentored and will learn substantive skills working on a computer from home. Partners wonder how to teach young professionals if they aren't in the office available for casual drop-ins or lunch opportunities? Intentionality is the key.

**Create more structured training programs.** Create skills boot camps with both virtual and in-person components. Schedule in-person lunch opportunities for internal networking followed by one-on-one meetings to collaborate on specific matters. Create collaborative work teams led by senior paralegals to teach associates how to work as part of a legal team and to fully utilize technology tools to build relationships.

**Maintaining firm culture is important to partners.** But sometimes maintaining firm culture is a way to say, "let's make sure nothing ever changes". Firm culture is important, but so is flexibility and adaptability. Rather than lament the old ways, define what is important about your firm culture. Is it the collegiality? Is it the open-door policy? None of these things have to change. Collaborative tools allow for an open-door policy. At LM Title, Troy Crawford stays in contact with his remote work force through Microsoft Teams collaboration tool. Troy is available to answer questions and support his team by keeping the chat and video feature open all day. The employee experience is as though they are in the same office.

**Take the long view for retaining legal professionals through part-time and flex-time policies.** Do you measure productivity by sitting in a chair for eight hours? Many partners do, but that's an outdated measure.

During the pandemic, you may have been unaware that your employee was at a parent-teacher conference in the middle of the day or taking a walk in the park at 3:00. But you were also unaware that they made up those hours after dinner or by logging on before office hours.

Today, employees embrace work-life integration rather than work-life balance. Balance suggests that our work life and personal life are independent of each other. There needs to be balance as we exist in one world or the other. Integration recognizes that our work and life need to coexist.

**Strengthen wellness and mental health programs.** Mental health has always been a hot button topic in the legal profession and the pandemic has increased the need for wellness and mental health programs. This is an area where you don't have to find the solutions on your own. The resources of the NC State Bar Lawyer Assistance Program (LAP), BarCares, hiring professionals such as Laura Mahr, using the Employee Assistance Programs that are part of your health insurance, or subscribing to an online wellness or mental health service are all steps you can take to create a more sustainable work environment.

Implementing these tips will allow your firm to evolve and thrive.

*Camille Stell is the President of Lawyers Mutual Consulting & Services and the co-author of [Designing a Succession Plan for Your Law Firm](#) available from Amazon. Continue this conversation by contacting Camille at [camille@lawyersmutualconsulting.com](mailto:camille@lawyersmutualconsulting.com) or 800.662.8843.*

