

# THE GBA NEWS DOCKET



Gerald L. Walden, Jr.  
*President of the  
Greensboro Bar  
Association*

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## Message from the President

Hello GBA Members!

It is my sincere honor and privilege to serve as the President of this esteemed association for the 2023-2024 bar year. Having been a member for over a decade, I know first-hand that I have big shoes to fill thanks to the hard work and dedication of our past presidents. I'm eager to embark on this journey.

Before highlighting a few things members can expect this coming bar year, I will share a little about my professional background to help set the stage. For those unfamiliar with me, I have served as in-house counsel at The Fresh Market, Inc. for over 19 years (currently, as General Counsel). I have also been passionate about advancing diversity, equity, and inclusion just as long, holding the additional position of the company's Head of Diversity for the last three years. As a result, I will bring aspects of both roles to my presidency.

That said, I'm excited to share the following: A new Business/Corporate Law Section of the GBA is being created to better engage and service at least a quarter of our members who are either in-house counsel or practicing business/corporate law. There will be an increased commitment to providing a place and space for all GBA members regardless of practice area, race, gender, age, sexual orientation, etc. through leadership roles, CLE offerings (including, a return to CLE Lunch & Learns), and association programs/activities/events (including, diversifying where and how we hold monthly member meetings). Further, expect to see greater (i) engagement in Guilford County, (ii) efforts to assist and mentor aspiring and young lawyers, and (iii) focus on elevating the GBA brand.

Finally, I'm extremely excited about our various committees. Joining several returning and highly committed committee co-chairs, are many new co-chairs, some of whom have been GBA members for years while others are brand new to our association. These individuals are passionate about the committees they are leading and ready to develop and/or reinforce programs/activities/events that will continue to enrich our membership, as well as our legal and local communities. Expect to hear more from them in the coming weeks, and I strongly encourage you to serve on any committee that piques your interest.

I hope you are as enthusiastic about what I've shared above as I am. With your continued support of the GBA, it is sure to be a great year!

Gerald L. Walden, Jr.  
President, Greensboro Bar Association 2023-2024

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

# SEPTEMBER CALENDAR NOTES

- September 13 **GBA Board Orientation,**  
3:30 PM, Self Help Building
- September 13 **GBA Board Meeting,**  
4:00 PM, Self Help Building
- September 14 **Real Property Section Meeting,**  
6:00 PM, Tuggle Duggins
- September 20 **YLS Board Meeting,**  
12:00 PM, CR Legal Team Office
- September 20 **Submission Deadline**  
**for October Newsletter**
- September 21 **Member Meeting,**  
5:30 PM, Starmount Forest Country Club
- September 28 **Free GBA CLE,**  
12:30 PM, Ellis & Winters or Zoom

[Click to keep up with GBA Events Online](#)  
[Click Here for Legal Community Events](#)

Connect with us!



[GBA Young Lawyers Section](#)

[Greensboro Bar Association](#)

# ATTENTION REAL PROPERTY LAWYERS!

Looking for a place to socialize with fellow real property practitioners, enjoy a drink and a meal, see a great view of the ballpark and also learn about what is happening with land use and planning in Greensboro?

Please join us at **6:00 pm on September 14, 2023** at the office of Tuggle Duggins located at **400 Bellmeade Street, Suite 800** to hear from **Sue Schwartz, Planning Director for the City of Greensboro**. To make a reservation, please call Martha Bailey directly at 336-271-5202 or send an e-mail to [mbailey@tuggleduggins.com](mailto:mbailey@tuggleduggins.com)

We look forward to seeing you there!

## 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.

# Young Lawyers Section: Connections



Elizabeth Robertson, is President of the Greensboro Bar Association's Young Lawyers Section and Personal Injury Litigation Attorney at [CR Legal Team, LLP](#)

My name is Elizabeth Robertson, Personal Injury Litigation Attorney at CR Legal Team, LLP, and I am honored to introduce myself as President of the Young Lawyers Section for the 2023-2024 year. YLS is off to a running start this year, with events already planned for the upcoming months: a Grasshoppers baseball game, a beginning of the year kick-off event, and a Fall swearing-in ceremony! Each of the YLS board members holds special talents and passions that will take YLS to the next level. We look forward to growing our section and increasing our impact in the community! Keep an eye out for those wearing YLS pins at the next GBA meeting!



## YLS Announces 2023-2024 Board Members



Elizabeth Robertson  
*President*



Tyler Nullmeyer  
*President-Elect*



Robert Trimble  
*Immediate Past President*



John Wright  
*Treasurer*



Nicole Scallon  
*Past President & Board Member*



Eliu Mendez  
*Board Member*



Ben Rafté  
*Board Member*



Casey Robinson  
*Secretary*



Jonathan Parisi  
*Board Member*



Mike Casterlow  
*Board Member*



Allison Dunlap  
*Board Member*



Hillary Kies  
*Past President & Board Member*



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.

# ATTORNEY COMPENSATION TRENDS: HOW PROACTIVE LAW FIRMS CAN RESPOND

The pandemic has spurred rapid changes in the legal workforce, and the trends we're seeing are unlikely to dissipate any time soon.

Compensation is no longer just about salary and bonus structure. To attract and retain top talent, organizations need to be mindful of the ways that the workforce wants to operate now. They need to meet them halfway (and sometimes more).

## 5 CONTINUING TRENDS

### Employee Lifestyle Demands Dictate Strategies

Employee needs and expectations are shifting. Companies are reshaping their benefits packages to respond to changing lifestyle needs. For instance, employees are demanding more time off, vacation savings plans, and of course, remote work options.

### Growing Interest in Personalized Benefits

Many employees, particularly those who are parents or caregivers, are reporting feeling increasingly burned out and stretched thin. Employees are placing a higher priority on items beyond salary.

Specifically, they are looking for employers who are invested in meeting their needs with incentives like voluntary, employer-funded benefits. Some examples are perks like identity theft protection, financial counseling, healthy lifestyle programs, and supplemental insurance packages. Other family-friendly benefits include paid parental leave and dependent care flexible spending accounts to help families ease childcare costs and burdens.

### Emphasis on Collegiality, Community, and Connection

In 2022, many firms set up policies that made in-office presence mandatory a few days a week. Many employers tied this requirement to job security and bonus eligibility. Whether this is effective is yet to be seen. An ABA study found that young lawyers feel so strongly about remote work flexibility that 44 percent of them claim they would leave their current job for the ability to work remotely.

Microsoft surveyed 20,000 employees across 11 countries and studied productivity signals to determine what factors seemed to drive employees back to the office. The answer was overwhelmingly: the people. Eighty-five percent claimed they'd be motivated to return to the office to build team bonds. Almost as many said they'd do it to socialize with coworkers. This suggests that in-office policies focused on building community are far more effective than punitive approaches.

### Associate Comp: Recent Growth and Continued Turnover

Since the pandemic, associate compensation is the area that's grown the most and increased firms' overhead. Firms are decreasing lower-level staff and increasing higher-functioning staff, and their salaries, commensurately. Yet associate turnover rates are increasing, forcing firms to rethink how they go about seeking and managing talent. Fifteen years ago, a straightforward value proposition for young associates involved a call to work hard with an equal promise to pay well and set a straight and narrow path toward partnership. But as the economy shifts, so, too, do employee expectations.

### Mental Health Support Must be Part of the Comp Equation

Studies are overwhelmingly showing the vital role of mental health, particularly maternal mental health, in companies' value propositions. Making lawyers feel valued for their humanity rather than productivity can improve their well-being while reducing turnover and associated healthcare costs caused by maladaptive, stress-fueled behaviors.

## STRATEGIES FOR THE PROACTIVE LAW FIRM

### Consider Personalized Benefits

Proactive employers should consider offering personalized benefits based on individual employee needs. Something to consider is offering employees a monthly or annual allowance that they can use to offset costs for voluntary benefits like paid leave, supplemental insurance plans, financial

Continued on page 5

counseling, healthy lifestyle programs, mental health counseling, and more. A narrower focus could include benefits specialized to help at-risk employees, for example, benefits geared toward helping women and mothers with health conditions that put them at risk in pregnancy and birth.

### **Respecting Employee Boundaries is Now Mandatory**

A burned-out workforce is demanding work-life balance and protecting its bandwidth. To respond, consider perks that signal to employees that you prioritize their wellness. You could start by offering expanded PTO to include, for instance, a day off on the employee's birthday or offering a paid holiday that doesn't count against vacation time. Consider also perks like offering a built-in winter break around the end-of-school and holiday season, an employer-funded lifestyle account that gives employees discretionary funds to use on wellness, discount agreements with childcare facilities to ease the burden of dependent care, or occasional in-office massages or yoga classes to fend off systemic stress.

### **Incentivize In-Office Work by Appealing to Their Humanity**

According to a recent article published by Edge International, employers should "expunge any reference to wanting a 'high performance culture' and rather, speak in terms of building a 'high commitment culture.'" This focus is less threatening to employees and honors the fact that they are whole individuals with real needs. Building a commitment culture involves effort on the employers' part to set employees up for long-term success. Build in hard and soft skills training, encourage mentorship, and optimize the remote work experience. Communicate your expectations clearly, but also inform them of what they need to do to advance in the organization.

### **Offer Long-Term Professional Development for Associates**

For future-minded firms, associates are the lynchpin. To attract and retain talented lawyers, firms need to guarantee them the training and experiences needed to progress in their careers at large, not just at your organization. This might involve, as some firms have started to do, offering alternatives to partner tracks that allow associates to progress even if they either don't want, or aren't cut out for, the traditional partnership model.

### **Commit to Greater Transparency**

Embracing pay transparency is key. According to data from the Bureau of Labor Statistics, one in four workers will be covered by some form of pay transparency legislation in 2023. Combatting any pushback will involve committing to the employee experience. Leading employers will focus on helping employees create and protect boundaries by managing working hours and increasing flexibility. Employers who show they are mindful of their employees' well-being will be rewarded with good work, retention, and sustained productivity.

### **Stay Focused.**

To take a line from a recent Thompson Reuters study, the call to employers this year should be: "stay focused." Times of economic, political, and social uncertainty call for a focus on a holistic, long-term strategy. By continually monitoring and responding to shifts and changes in the industry, employers can keep the focus needed to face present challenges while preparing for future ones.

*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.*

# AFI JOHNSON-PARRIS NAMED CHAIR-ELECT OF ABA'S LAW PRACTICE DIVISION



Afi S. Johnson-Parris

Fox Rothschild LLP congratulates Partner Afi S. Johnson-Parris, who was selected as Chair-Elect of the American Bar Association's Law Practice Division (LP), which teaches the business of practicing law through marketing, management, technology and finance to more than 27,000 members.

With a focus on law practice management, LP publishes

books, the webzine *Law Practice Today*, the magazine *Law Practice*, and a series of programs and conferences, like the ABA TECHSHOW.

Johnson-Parris, who previously served as LP Vice Chair and Secretary said, "It is truly an honor to be selected by my peers to continue to fill this important leadership

role. Learning best practices surrounding the business of law is an integral part of our profession. I look forward to working with our members on developing tools and resources that will allow us all to become better versions of ourselves and help our clients achieve the best results possible."

She will assume the role of Chair for the 2024-2025 bar year.

A North Carolina Board Certified Family Law Specialist, Johnson-Parris represents clients in a full range of family law matters. She advises clients on a variety of complex legal issues related to absolute and collaborative divorce, equitable distribution, alimony, child custody and support and name changes.

She received her J.D. from the University of Virginia School of Law, her M.B.A. from the University of Phoenix, Southern Colorado and her B.B.A. from the University of Miami.

# THREE GBA ATTORNEYS RECOGNIZED AS LAWYERS WEEKLY LEGAL ICONS

Three Greensboro Bar Association members were recently recognized among eleven North Carolina attorneys as *Lawyers Weekly* "2023 NC Legal Icons"—**Janet Ward Black** of Ward Black Law, **Alan Duncan** of Turning Point Litigation, and **Jim Slaughter** of Law Firm Carolinas. Legal Icons are senior leaders of the legal community who have made their mark, in the courtroom or the boardroom, in their law firms or legal departments, with community organizations, and with local, state and national bar associations. S. Collins Saint of Brooks Pierce was named as a "2023 NC Legal Phenom," recognizing rising stars who have established themselves as standouts in their first ten years of practice.



Jim Slaughter, Janet Ward Black and Alan Duncan

# REVOLUTION LAW ADDS REAL ESTATE PRACTICE

Revolution Law Group, a boutique law firm in Greensboro, has expanded its services with the addition of a residential and commercial real estate law practice.

Barbara Stewart, who operated Law Offices of Barbara Stewart for more than a decade, has joined Revolution Law as of counsel. She brings extensive experience in residential and commercial real estate law. Fluent in Spanish, she can conduct a closing in English or Spanish.

Raven Ash, who has experience working with a range of real estate clients, from first-time buyers to investors purchasing large portfolios, has joined the firm as associate attorney. He also offers estate planning services.

“The addition of Barbara Stewart and Raven Ash allows us to serve more of our existing clients’ needs while also helping new clients with commercial or residential real estate matters,” says Karen McKeithen Schaede, a partner in Revolution Law.

## EXTENSIVE EXPERIENCE



Barbara Stewart

Stewart, who has practiced real estate and business law for more than two decades, focuses primarily on residential real estate closings, but has also handled closings for many large and complex commercial real estate loans, purchases and sales for builders and developers. She also provides business formation services, mostly in the real estate investment market.

Her longtime legal assistant and paralegal moved with her to Revolution Law, ensuring that real estate clients receive the same high level of service as in the past.

“I view communication as a very important part of my practice,” Stewart says. “I encourage Realtors and clients to call with any questions, and I work to ensure that buyers understand what they are signing in closings.”

She noted that joining Revolution Law Group has provided an opportunity to expand communication to Realtors and clients.

“We are adding real estate information and blogs that Raven and I write for Realtors and clients to the Revolution Law website, [www.revolution.law](http://www.revolution.law),” Stewart says. “We see this as an exciting and very useful addition to our real estate practice.”

Stewart earned her undergraduate degree in Spanish and a master’s in linguistics before going on to receive her law degree from the University of Texas Law School in Austin.

She can be reached at [bstewart@revolution.law](mailto:bstewart@revolution.law).

## CLIENT-FOCUSED REPRESENTATION



Raven Ash

Ash has practiced law for five years. He represents buyers and sellers during purchases, sales, refinances and home equity line closings as well as providing document drafting associated with real estate transactions.

In addition to working in real estate law, he also provides estate planning services.

“By taking a client-focused approach, I am able to create a specific plan to protect client interests during unexpected life events and prepare the documents necessary to achieve any goals surrounding health care requests and the future transfer of assets,” Ash says.

A North Carolina native, Ash earned a bachelor’s degree in philosophy and religious studies from Wingate University before going on to earn his law degree from Wake Forest University School of Law.

He can be reached at [raven@revolution.law](mailto:raven@revolution.law).



### FREDERICK KINGLSEY SHARPLESS

December 7, 1957 – August 13, 2023

Frederick Kingsley Sharpless (“Rick”) passed away in his home on August 13, 2023, at the age of 65 after a valiant three-year fight against pancreatic cancer. Rick was born on December 7, 1957, in Lower Merion Township, Pennsylvania, to Eric and Priscilla Sharpless. He grew up in Wayne, Pennsylvania, near Philadelphia, with his younger siblings, Carolyn and Gordon. He attended Conestoga High School and graduated with the Class of 1979 from Dartmouth College where he was a Rufus Choate Scholar. He then worked as an ASE-certified mechanic before entering the University of North Carolina School of Law. There he was an editor of the North Carolina Law Review and was inducted as a member of the Order of the Coif before graduating with high honors in 1984, as second in his class.

Following graduation, Rick took an associate position with the firm of Tuggle Duggins in Greensboro. From 1990 to 2022, Rick was a founder then President of a boutique litigation specialty law firm before transitioning to practicing independently, which he continued until the time of his death.

Rick held a deep passion for litigation. He wrote numerous appellate briefs and, as first chair attorney, tried over sixty jury trials. He appeared before the Supreme Court of North Carolina, the North Carolina Court of Appeals, the Supreme Court of South Carolina, the South Carolina Court of Appeals, the Supreme Court of Alabama, and the United States Court of Appeals for the Fourth Circuit. He was admitted to practice before the Supreme Court of the United States. Rick especially loved mentoring others and engaging with the broader legal community. He was a devoted member of the Dartmouth Lawyers Association (DLA), which he served as a member of the board of directors for over fifteen years and as President. He was also an active member of the North Carolina State Bar, the American Bar Association, the North Carolina Bar Association, the Greensboro Bar Association, and the Defense Research Institute.

Rick actively pursued knowledge of the law, rhetoric, debate, literature, mathematics, physics, mechanics, philosophy, and history; he reveled in an intellectual conversation on any topic. He had a passion for working on automobiles, and applied his mechanical skills to repairing and restoring farm equipment, home appliances, and vintage automobiles. An avid outdoorsman, adventurer and explorer, Rick attained the rank of Eagle Scout, and later in life enjoyed numerous wilderness and mountain trips with the National Outdoor Leadership School (NOLS). He enjoyed mountain climbing, lengthy mountainous bicycle races, sailing, canoeing, and running marathons on roads and trails, including the New York City Marathon with both of his daughters, in 2011. With his wife, family and friends, he visited four continents, innumerable mountain ranges, and lakes and oceans.

Rick is survived by his wife, Nancy Bonar Sharpless of Greensboro; his daughters, Jessica Sharpless Hastings (Victor Colborn) and Holly Sharpless Grossman (Max); his sister Carolyn Sampson (Bernard) and brother, Gordon Sharpless (Ketsara), and their families.





### YLS End of the Year Event & Pro Bono Empower Hour

On May 18, 2023, YLS hosted its End of the Year Event at Oden Brewing Co. At the meeting, our kickball team was recognized and annual elections were conducted. Prior to the meeting, YLS gathered for a Pro Bono “Empower Hour” answering free legal questions for those in need.

### Upcoming YLS Events:

On **Thursday, August 31, 2023**, YLS will be cheering on the Greensboro Grasshoppers at First National Bank Field. We are looking forward to our first event of the year!

On **Thursday, September 28, 2023**, YLS will be hosting a Kick-Off Party at Abbey Taphouse! Stay tuned for details.

For more information about YLS events & service opportunities, follow us on [Facebook: Greensboro Bar Association’s Young Lawyers Section](#).

### Connect with YLS:

To provide feedback & suggestions for future events/programming, please email the Young Lawyers Section at [info@greensboroyls.org](mailto:info@greensboroyls.org).

The Young Lawyers Section would like to celebrate the personal milestones and professional accomplishments of its members. Email YLS at [info@greensboroyls.org](mailto:info@greensboroyls.org) to share achievements that you would like celebrated on the [YLS Facebook page](#).

# GBA MEMBERS INVITED TO CLE LUNCH & LEARN

GBA members are invited to a free one-hour CLE Lunch & Learn sponsored by Ellis & Winters, LLP.

One hour of General CLE credit is pending.

**Date:** Thursday, September 28, 2023

**Time:** Lunch (provided by Ellis & Winters, LLP) begins at 12:15pm

CLE portion begins at 12:30pm

Members may attend in person or via Zoom. Space is limited to 30 for the in-person option. A virtual link will be provided to registrants unable to attend in-person prior to the CLE.

[Click here to Register](#)

Location:

Ellis & Winters  
300 North Greene Street, Suite 800,  
Greensboro, NC 27401

Topic: Bankruptcy for Non-Bankruptcy Lawyers

Speakers: [Charles "Chuck" Anderson](#)  
[Dale Clemons](#)



## GREENSBORO BAR ASSOCIATION MEETING SCHEDULE 2023-24

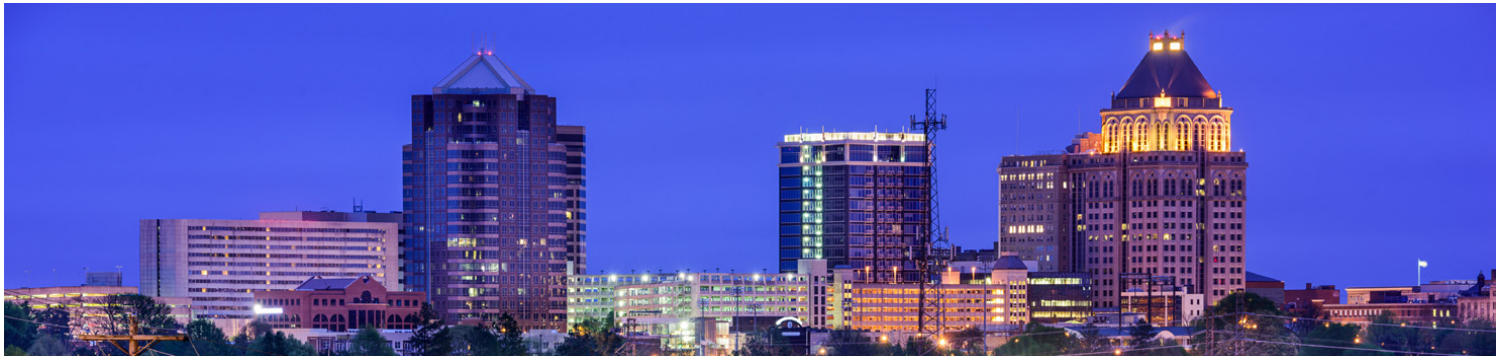
### GBA BOARD MEETINGS

Wed., Sept 13	4:00PM	Meeting Room 820
Wed., Oct 11	4:00PM	Meeting Room 820
Wed., Nov 8	4:00PM	Meeting Room 820
Wed., Dec 13	4:00PM	Meeting Room 820
Wed., Jan 10	4:00PM	Meeting Room 820
Wed., Feb 14	4:00PM	Meeting Room 820
Wed., March 13	4:00PM	Meeting Room 820
Wed. April 10	4:00PM	Meeting Room 820
Wed., May 8	4:00PM	Meeting Room 820

Meetings are held in the Self Help Building,  
122 N. Elm Street, Greensboro

### GBA MEMBER MEETINGS

Thurs., Sept 21	5:30 PM	Starmount Forest CC
Thurs., Oct 19	12:30 PM	Greensboro Country Club
Thurs., Nov 16	12:30 PM	Greensboro Country Club
December Holiday Party	TBD	
Thurs., Jan 18	12:30 PM	Greensboro Country Club
Thurs., Feb 15	5:30 PM	Civil Rights Museum
Thurs., Mar 21	12:30 PM	Box Lunch via Zoom
Thurs., Apr 18	5:30 PM	Starmount Forest CC
(Annual Joint Meeting of the 24th Judicial District Bar and the Greensboro Bar Association; budget approval and election of officers)		
May Picnic	TBD	Picnic at the Hoppers



GREENSBORO BAR ASSOCIATION  
24th JUDICIAL DISTRICT BAR  
122 North Elm Street, Suite 805

Mail: Post Office Box 1825  
Greensboro, NC 27402

Email: [admin@greensborobar.org](mailto:admin@greensborobar.org)  
Phone: 336.378.0300  
FAX: 336.378.0688  
Website: [www.greensborobar.org](http://www.greensborobar.org)



## COUNT ME IN FOR 2023-24 COMMITTEE SERVICE

If you would like to serve on a GBA committee for the **2023-24 FY**, please indicate up to three preferences by placing **1, 2 or 3** by your choices below (1 being your 1<sup>st</sup> choice, etc.). If you currently serve on a committee and would like to continue, we ask that you also complete and return this form.

*[See following page for list of committee descriptions]*

- |  |   |
|--|---|
| <input type="checkbox"/> Awards & Recognitions           | <input type="checkbox"/> Legal Aid Fundraiser     |
| <input type="checkbox"/> CLE                             | <input type="checkbox"/> Membership               |
| <input type="checkbox"/> Community Involvement           | <input type="checkbox"/> Memorials                |
| <input type="checkbox"/> Diversity, Equity and Inclusion | <input type="checkbox"/> Mentoring                |
| <input type="checkbox"/> Elementary School Project       | <input type="checkbox"/> Nominating               |
| <input type="checkbox"/> Fellows Program                 | <input type="checkbox"/> Pro Bono                 |
| <input type="checkbox"/> History & Archives              | <input type="checkbox"/> Scholarship (Law School) |
| <input type="checkbox"/> Holiday Party                   |   |

Committee(s) on which you currently serve: \_\_\_\_\_

I am interested in chairing the \_\_\_\_\_ committee(s).

Name \_\_\_\_\_

Firm \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ FAX \_\_\_\_\_

E-mail \_\_\_\_\_

**Please submit form to:**

**Diane Lowe, GBA Administrator**

**By Mail: PO Box 1825, Greensboro, NC 27402**

**By Email: [admin@greensborobar.org](mailto:admin@greensborobar.org)**



## Committee Descriptions

- **Awards & Recognitions-** Researches and makes recommendations to the Executive Board for annual awards, award recipients, and member recognitions.
- **CLE-** Plans and presents the GBA's CLE programs; expands and enhances the number of CLE offerings of GBA.
- **Community Involvement-** Recommends community service projects to the Association to adopt and runs such projects.
- **Diversity, Equity & Inclusion-** Assists with creating an environment that supports historically underrepresented and marginalized attorneys; educating and raising the awareness of all attorneys about DEI; engaging in matters reflective of local communities; and/or ensuring diversity among GBA membership, speakers and service providers.
- **Elementary School Project-** Arranges a program or project for benefit of students to enhance interest in learning; coordinates the elementary book drive where students are gifted a book at the holidays.
- **Fellows Program-** Evaluating the possibility of launching a coordinated summer internship program for law students with placements at law firms, public employers and corporate legal departments located in Guilford County.
- **History & Archives-** Conducts interviews with senior members of the Association; preserves GBA history and records.
- **Holiday Party-** Decides on location, plans menus, prizes and entertainment for the annual holiday party.
- **Legal Aid Fundraiser-** Identifies a fundraiser project to benefit Legal Aid of NC, and organizes the event.
- **Membership-** Recruits, retains, and engages members; focuses on participation by young lawyers; publicizes and encourages participation in the online membership directory.
- **Memorials-** Monitors newspaper obituaries and contacts members regarding deceased members; publishes memorials in newsletter; maintains archives.
- **Mentoring-** Plans networking activities that pair newly licensed and veteran attorneys.
- **Nominating-** Presents a slate of candidates for new officers and directors for the upcoming year, to be presented to the Executive Committee in March, published in the newsletter, and voted on at the April Annual Meeting of the Association.
- **Pro Bono-** Publicizes pro bono opportunities to the membership; recognizes Herb Falk Society inductees; provides Second Chance Project expunction trainings; works with Legal Aid on pro bono projects.
- **Scholarship (Elon Law)-** Evaluates applicants for eligibility and worthiness, assessing achievements, academic record, and letters of recommendation in order to identify the most deserving applicant(s).

# GREENSBORO BAR ASSOCIATION

## 2023-24 Officers and Board of Directors

OFFICE	NAME
President	Gerald L. Walden, Jr.
President-Elect	Manisha Patel
Immediate Past President	Hon. Marcus A. Shields
Secretary	Karen McKeithen Schaeede
Treasurer	Davis McDonald
Director (2024) 1st	Hon. Michelle Fletcher
Director (2024) 1st	Nicole R. Scallon
Director (2024) 1st	L. Nicole Patino
Director (2025) 2nd	Rosetta Davidson Davis
Director (2025) 2nd	Chelsea Anderson Peele
Director (2025) 2nd	Jennifer G. Mencarini
Director (2026) 1st	Hon. Robbby Hassell
Director (2026) 1st	Frankie T. Jones, Jr.
Director (2026) 1st	Angela F. Liverman

## Liaisons

High Point Bar Liaison	Nicole Patino
Judicial Liaison	Hon. Larry L. Archie

## Section Heads

Business/Corporate Law (NEW)	Ben Edwards
	Ashleigh G. Johnson
Family Law	Megan E. Spidell
Real Property	Jennifer N. Fountain
Young Lawyers	Elizabeth Robertson

## Office

Administrator	Diane Lowe
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## Committee Chairs

OFFICE	NAME
Awards and Recognitions	Jim Bryan
	Moshera Mills
CLE (Lunch & Learns)	Lisa Johnson-Tonkins
Community Involvement	Abigail Seymour
	Nichad Davis
Diversity Equity and Inclusion	Gerald Walden
	Jennifer G. Mencarini
Elementary School Project	Erin Reis
	Ashley Canupp
Fellows Program	Frankie Jones
History and Archives	Mark Gaylord
	Larry Moore
Holiday Party	Rosetta Davidson Davis
	Jennifer Bowden
Legal Aid Fundraiser	Casey Robinson
	Kim Gatling
Membership (Welcome, Recruitment)	Sarah Roane
	Hon. William (Bill) Davis
Memorials	Richard Gabriel
	Richard Hicks
Mentoring	Hillary Kies
	Jeffrey Jones
Newsletter/Social Media	Jon Parisi
Nominating	Marcus A. Shields
Pro Bono	Manisha Patel
	Jon Wall
Scholarship	Sarah Rozek
	Alex Snow
US Supreme Court Swearing-In (NEW)	Hon. Patrice Hinnant
	Afi Johnson-Parris