

THE GBA NEWS DOCKET

VOLUME 74, NUMBER 5; JANUARY 2025



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

Message from the President

Dear Members of the Greensboro Bar Association,

Happy New Year! I hope this message finds you refreshed and ready to embrace the opportunities of 2025. As we step into this new year, I want to express my heartfelt gratitude for the passion, professionalism, and commitment each of you brings to our shared mission of service and community engagement. The beginning of a new year invites us to reflect on our achievements and set new goals. In 2024, our collective efforts made a significant impact in advancing access to justice and strengthening our professional community. As we look ahead, let us build on this momentum and continue to strive for excellence in all that we do.

I hope everyone can attend our January 16, 2025, member dinner meeting. Not only will we have the 2025 North Carolina State Bar President Matthew W. Smith of Eden as our featured speaker, but the John B. McMillan Distinguished Service Award will be presented to GBA and 24th JD member Justice Robert H. Edmunds, Jr.

The months ahead are filled with opportunities to learn, connect, and give back. I encourage you to mark your calendars for the following important events:

MLK Ask-A-Lawyer Day – January 20, 2025

In honor of Dr. Martin Luther King Jr.'s legacy, we will host our annual Ask-A-Lawyer Day to provide free legal consultations to members of our community. This event is a meaningful way to give back and demonstrate our commitment to justice and service. I encourage all members to volunteer and make a difference in the lives of those seeking guidance.

GBA Annual Continuing Legal Education Seminar – February 27, 2025

This seminar is a cornerstone of our professional development offerings and is our major fundraiser for the Greensboro Bar Association Foundation. Join us virtually for a day of enriching sessions led by expert speakers on AI in the legal field, designed to enhance your knowledge and keep you at the forefront of legal practice. Additional details, including the agenda and registration information, will be shared soon. Don't miss this opportunity to invest in your growth and network with colleagues.

GBA Annual Legal Aid of North Carolina Fundraiser – March 29, 2025

Our annual fundraiser is a vital event supporting the critical work of Legal Aid of North Carolina. This is not just an opportunity to contribute to a meaningful cause, but also a time to come together as a community united in the pursuit of justice. Let's aim to exceed last year's contributions and make a tangible difference in the lives of those who need it most.

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

JANUARY CALENDAR NOTES

- January 8 GBA Board Meeting,
4:00 PM, Self-Help Building
- January 9 Young Lawyers Section Lunch,
12:00 PM, Liberty Oak
- January 15 Young Lawyers Section Board Meeting,
12:00 PM, Turning Point Litigation
- January 16 Member Dinner,
5:30 PM, Starmount Forest Country Club
[Register for Member Dinner Here](#)
- January 20 MLK Day of Service,
11:00 AM, Greensboro Chamber of
Commerce
- January 20 Submission Deadline
for February Newsletter
- January 29 Lunch & Learn CLE,
12:00 PM, Elon Law (Room 107)
- January 31 Business & Corporate Law Section
Networking,
12:00 PM, Greensboro Science Center

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NEW MEMBERS

Approved on December 11, 2024

Kevin Claussen
Deuteran Law Group
Endorser: Daniel L. Deuteran
Category: Sustaining

Ronald D. Payne II
Tuggle Duggins P.A.
Endorser: Natalie C. Folmar
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 December, YLS hosted a candy table at the GBA holiday party. We enjoyed having many of you stop by! During the party, YLS collected socks, hats, and gloves for Backpack Beginnings. Thank you to the many GBA members that donated items! The amount of donations far surpassed our expectations. In January, YLS looks forward to hosting a lunch event for its members at Liberty Oak. We are also in the process of planning other events for early 2025, including a "lunch and learn" event about mentorship. 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:

At 12:00 PM, on Thursday, January 9, 2025, YLS will be hosting a lunch event for its members at Liberty Oak! If you would like to attend, email younglawyerssection@greensborobar.org to RSVP. We only have a few spots remaining, so be sure to RSVP as soon as possible.

Mentorship Lunch Event – YLS will be partnering with the GBA mentorship committee to host a "lunch and learn" event in early 2025! Additional details will be available in the near future.

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).



Mike Casterlow

YLS Member Spotlight: Mike Casterlow, Board Member

Mike is an Elder Law attorney at the Elderlaw Firm in Greensboro. Mike assists clients with long-term care planning, Medicaid planning, and general estate planning. Mike's favorite part of his job is that even though he deals with a lot of hard and fast rules, he can still be creative in how he serves his clients. When asked why he joined the YLS board, Mike stated "I became a YLS board member to get more involved in the local legal community and find volunteer opportunities."

For more information about Mike and his firm, visit <https://www.elderlawfirm.com/mike-casterlow/>.

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!

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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.

FROM TENSION TO TEAMWORK: NAVIGATING CONFLICTS IN YOUR LAW FIRM

Running a small to mid-size law firm comes with its own unique set of challenges. Balancing client demands, maintaining profitability, and fostering a collaborative work environment can lead to tension and conflict among team members. Below, we explore the top five conflicts that arise in law firms and offer practical strategies to resolve them.

1. Disputes Over Workload Distribution

Uneven distribution of work often leads to resentment and burnout. Some attorneys and staff may feel overburdened, while others may feel underutilized. Neither is a great feeling.

Implement a clear and transparent system for assigning cases and projects. Some firms use workload tracking software to monitor individual capacities and ensure equitable distribution. On my team we use Trello. I include employees as well as contractors to use the Trello workspace. Here we assign projects and monitor progress. I enjoy Trello because the layout is designed like a Kanban board – I love the visual of lists and cards that allow me to see at a glance what is happening within the department.

Regularly communicate with team members to understand their concerns and adjust workloads as necessary. Consider setting up weekly or biweekly team meetings to review caseloads and redistribute work if needed. Also, have a clear reporting structure. In my early career as a paralegal working for multiple partners and associates, I know firsthand the conflict when competing priorities arise and the partners aren't communicating among themselves.

2. Generational Clashes

Differences in experience and perspectives can lead to misunderstandings and friction between partners and associates or staff and attorneys.

Foster team-based relationships rather than hierarchical ones. Create opportunities for collaboration on cases where senior attorneys can guide younger generations while respecting their contributions. Provide training on communication and conflict resolution to ensure both parties feel heard and valued. Bring in a lunch speaker, watch a webinar together or share articles and books that foster collegiality among the firm's work force.

3. Partner Disagreements

Disagreements between partners can erupt over anything from who deserves credit for bringing in clients to whether the firm should invest in a new technology. These disagreements rarely stay in the boardroom and can create tension and impact team morale.

Establish clear policies for managing partner disputes. Choose a voting system that does not require a unanimous vote to move projects along. Allow the managing partner, executive committee or a small work group to make decisions to keep all partners from getting bogged down in unnecessary details. Ensure transparency in the decision-making process. Regularly review these policies to address any inequities or concerns.

4. Administrative vs. Billable Work Tensions

Attorneys often struggle to balance administrative duties with billable work, leading to frustration and decreased efficiency. Or some attorneys only focus on billable work, leaving all administrative work, rainmaking, and mentoring on a few.

Invest in administrative support staff and technology to reduce the burden on attorneys. Use tools such as practice management software to automate routine tasks. Clearly define roles and responsibilities to prevent misunderstandings about who handles administrative versus legal work. Typically,

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ANOTHER SUCCESS FOR ELEMENTARY SCHOOL PROJECT

Thanks to the many generous donations from our members listed below, the Greensboro Bar Association raised over \$3,500 to support Jones Elementary School this year. On December 2nd, GBA members volunteered their time at the Jones Elementary Book Fair to assist students in the Traditional English program in selecting their own books with the funds raised by GBA. The students were delighted to shop at the Book Fair and make their own selections based on their interests! At the end of this school year, we will also purchase and deliver books as graduation gifts for 5th graders at Jones.

Your donations have truly enriched the school experience for Jones Elementary students. We thank our members, listed below, for your contributions and look forward to continuing to support Jones in the years to come.

GBA Member Contributors

| | |
|---------------------|---------------------|
| Abigail Peoples | Erin Reis |
| Adam Kerr | Erwin Fuller |
| Agustin Martinez | Gerald Walden |
| Alicia Edwards | Henry Mangum |
| Angela Liverman | Jason Hicks |
| Barbara Christy | Jim Slaughter |
| Barbara Morgenstern | Justin Ervin |
| Beth Langley | Laura Burton |
| Bill Davis | Margaret Kantlehner |
| Carole Albright | Marjorie Benbow |
| Catherine Eagles | Mary Miller |
| Corinne Berry | Melanie Hamilton |
| Diane Lowe | Michael Abel |
| Doris Bray | Michele Smith |
| Douglas Wright | Patrice Hinnant |
| Eloise Hassell | Peter Miller |
| Enyonam Williams | Rebecca Elliott |



| | |
|-----------------|------------------|
| Robert Douglas | Sonye Randolph |
| Rodman Davis | Stephen Russell |
| Ronald Johnson | Steve Schlosser |
| Sabrina Clark | Teresa Vincent |
| Sally Cone | Terrill Harris |
| Sarah Roane | Theodora Vaporis |
| Sharon Johnston | William Cooke |

MESSAGE FROM THE PRESIDENT CONTINUED FROM PAGE 1

Beyond these flagship events, our committees are hard at work planning programs that offer avenues for professional growth, community service, and fellowship. Whether you choose to engage in pro bono work, participate in our Community Involvement Committee initiatives, or join us at our monthly meetings, there are countless ways to make a difference and stay connected.

Thank you for your continued dedication to the Greensboro Bar Association. Together, we can make 2025 a year of meaningful progress and shared success. I look

forward to seeing you at our upcoming events and hearing your ideas for how we can further our mission.

Most sincerely,

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

FOX ROTHSCHILD GREENSBORO OFFICE'S ANGEL TREE PROGRAM BRINGS HOLIDAY CHEER

This holiday season Fox Rothschild's Greensboro office ensured that 29 students at Guilford Elementary School had gifts to unwrap.

Through the Angel Tree Program, which shares holiday wish lists with community donors, the office fulfilled wish lists of toys, clothes, gift cards and electronics.

The office then partnered with the Guilford County Sheriffs' Office to wrap and deliver each gift to the school.



Pictured: Fox Rothschild's Greensboro Office Managing Partner Richard Coughlin (back row, third from the left), Fox's Greensboro Office Administrator Martina Lee-Grice (front row, fourth from the left) and Fox's Director of Human Resources Brandi Moon (back row, second from the right) joined the Guilford County Sheriffs' Office, including Sergeant Kelly Moon (first on the right) to wrap and deliver gifts to students at Guilford Elementary School through the Angel Tree Program

Fox is committed to giving back to the communities where our attorneys live and work, through charitable efforts and providing free legal services to individuals, nonprofits and organizations. Recently, the firm launched Generation Fox, which puts youth front and center in the firm's charitable giving, pro bono work and community involvement.



Pictured: Fox Rothschild's Greensboro Office Administrator Martina Lee-Grice (left) and Fox's Director of Human Resources Brandi Moon (right) with Guilford Elementary School's Principal Joy Hesman (center). Through the Angel Tree Program, Fox fulfilled holiday wish lists for 29 students at the school.

YLS KICKBALL SIGN-UPS ARE OPEN!

YLS Kickball Team "Torts Illustrated" is recruiting for the 2025 season! Membership and jersey are free – several open spots are remaining. If interested in participating, please email Torts Illustrated Coach, Casey Robinson, at casey@gwa-law.com for more information!



NOMINATE A COLLEAGUE FOR THE 2025 OUTSTANDING YOUNG LAWYER AWARD

The Outstanding Young Lawyer Award debuted in early 2024 and is bestowed upon an attorney with fewer than 10 years of practice experience who is a member in good standing of the NC State Bar and an active member of both the GSO Bar Association and the Young Lawyers Section. This individual exhibits professional excellence; service to the profession and the bar; service to the community; and a reputation for advancing legal ethics, personal professionalism and professional responsibility.

Nominations for the Outstanding Young Lawyer Award will close on **January 05, 2025**.

To submit a nomination, please click [HERE](#), and then proceed by clicking on the link that says, “*GBA members may submit nominations HERE.*”

With questions, please contact Awards Chair Jennifer Mencarini – jmencarini@foxrothschild.com.

HONOR THE KING: PARTICIPATE IN THE GBA’S ASK-A-LAWYER EVENT!

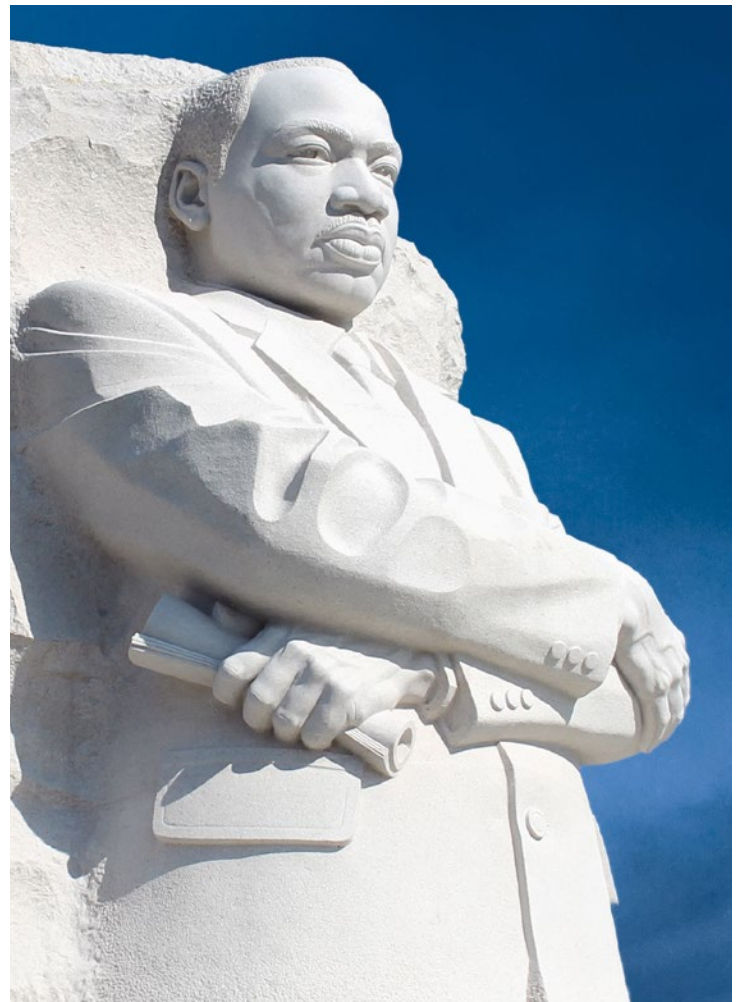
Martin Luther King Jr. Day (MLK Day) is the only federal holiday designated as a National Day of Service to encourage all Americans to volunteer to improve their communities. The Greensboro Bar Association is pleased to give you an opportunity to do just that.

On **January 20, 2025**, the Greensboro Bar Association will be hosting its Second Annual live Ask-A-Lawyer event. On this day of service, members of the public can meet with volunteer attorneys and seek their guidance on particular legal questions and issues they may be facing. We will be on site at the Greensboro Chamber of Commerce’s offices located at 111 W. February One Place, right next to the International Civil Rights Center and Museum, answering questions and offering insights from 11am until 6pm.

WE NEED YOUR HELP!! We are asking members to volunteer for one or more one-hour shifts. We will provide materials beforehand and on site that will prepare you for the questions you may encounter.

[Click here to register!](#)

If you have any questions, contact your Pro Bono Committee co-chairs Theodora Vaporis (TVaporis@tuggleduggins.com) or Jonathan Wall (jwall@greensborolaw.com).



REGISTER FOR GREENSBORO BAR ASSOCIATION VIRTUAL 2025 ANNUAL CLE SEMINAR

Date: February 27, 2025

Location: Zoom

Please join the GBA for our annual Greensboro Bar Foundation Fundraiser- the Annual CLE Seminar! This event is the sole fundraiser for the GBA Foundation.

The Annual CLE will be held virtually (Zoom) on February 27, 2025 from 9:00 am to 4:45 pm.

Register online at
<https://lp.constantcontactpages.com/ev/reg/kpavh5f>

Or

Register by Mail:

Mail check and completed [2025 Registration Form](#) to GBA office.

Cost:

- \$110 for GBA Members (\$130 after February 22)
- \$130 for Non-Members: (\$150 after February 22)
- \$85 for Young Lawyers Section Members

****NC State Bar CLE Credit Pending Approval:**

- 1 Hour of General
- 1.5 Hours of Professional Well-being
- 1 Hour of Ethics
- 2 Hours of Technology

Topics Include:

- Ethics in the Use of AI in Litigation
- Marketing Made Simple: Using AI to Grow Your Law Firm
- AI Tools and Legal Research
- Mental Health In the Technology Age (or “Help, I Can’t Put Down My Phone”)
- Digital Security for Lawyers



GBA MEMBER SPOTLIGHT: ROSETTA DAVIS



Rosetta Davis

Rosetta Davis works within the City Attorney's Office for the City of Greensboro. She most commonly handles labor and employment matters, and strongly supports the People and Culture Department. Rosetta also serves as legal support for the City's Redevelopment Commission, the Greensboro Criminal Justice Advisory Commission, and the Police Community Review Board, and on other occasions, she handles contracting matters for other departments within the City.

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

I enjoy the camaraderie between all legal professionals. I have always valued how close our legal community is. Regardless of who you represent or what side of the v. you're on, there is always a helping hand, word of encouragement, and/or support just a phone call away.

What advice would you give to someone just starting out in the legal field?

Do not underestimate the value of mentorship. Starting out, you don't know what you don't know. So, align yourself with someone more seasoned in the profession—be teachable and willing to learn.

How do you approach work-life balance, and what strategies have you found effective?

I don't know that I believe work-life balance exists. However, I do believe in compartmentalization. Life can feel overwhelming when viewed through a wide lens, but if you narrow your scope and focus on what's in front of you – for the day, for the week – things seem much more manageable. How do you eat an elephant? One bite at a time.

BUSINESS & CORPORATE LAW SECTION—GBA AT GSC!

Save the Date! The Business & Corporate Law Section of the GBA will hold a networking lunch event on **January 31, 2025**, at the Greensboro Science Center. Come meet with colleagues and perhaps a few furry and feathered friends, while learning more about “what's next” at Greensboro's gem science campus. A detailed invitation will follow.

To RSVP in advance, please contact Ben Edwards at ben.edwards@lfg.com.

FREE DEI CLE LUNCH & LEARN

The GBA is pleased to offer a free CLE to our members on Wednesday, **January 29, 2025** at Elon Law. This Diversity, Equity and Inclusion program offers one hour of Ethics CLE credit.

Lunch will be served at 12:00 PM. The program runs from 12:30 to 1:30 PM. Presenting will be Megan Callahan, attorney at Cardinal Law Partners.

The lunch and learn is free for GBA members and \$20 for non-members.

[Register Here](#)



YOUNG LAWYERS SECTION: CONNECTIONS CONTINUED FROM PAGE 3

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.

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](#).

people do what they are rewarded for doing. Create a strategic plan and a compensation plan that aligns with your firm values and divide the responsibilities among those best suited for the differing roles.

5. Miscommunication

Differences in working styles, communication preferences, and personalities can lead to miscommunication.

Promote an open-door policy where employees feel comfortable discussing issues with management. Offer training on topics such as emotional intelligence and communication skills. Mediate conflicts early to prevent escalation. Share information opening across the firm to avoid misunderstandings. Create opportunities for team-building activities to strengthen relationships.

Creating a Drama-Free Workplace

To minimize conflict and foster a positive work environment, consider the following strategies:

- Define core values. Establish clear, firm-wide values that emphasize respect, collaboration, and professionalism. Incorporate these values into hiring practices, performance evaluations, and daily operations.

- Encourage open communication. Create formal and informal channels for employees to voice concerns. Regular check-ins with team members can help identify and address issues before they escalate.
- Promote work-life balance. Offer flexible work schedules, remote work options, and mental health resources to help employees manage stress and maintain a healthy work-life balance.
- Reward collaboration. Recognize and reward team efforts rather than focusing solely on individual achievements. This fosters a sense of unity and reduces competition.
- Provide professional development: Offer opportunities for training, mentorship, and career growth. Investing in your team not only boosts morale but also helps attract and retain top talent.

By addressing conflicts proactively and fostering a culture of respect and collaboration, law firms can create a work environment that is productive, harmonious, and drama-free.

Camille Stell is co-author of the book, RESPECT – An Insight to Attorney Compensation Plans, 2nd edition. Continue this conversation by contacting Camille at camille@lawyersmutualconsulting.com or 800.662.8843.

