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State Bar of Georgia Young Lawyers Division

THE YLD REVIEW

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Working for the Profession and the Public



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From the Immediate Past President

Lessons in Leadership



Elissa Haynes

There is a quote that I have tried to carry with me over the last few years and one that rings especially true today: “Busy is a choice. Stress is a choice. Joy is a choice. Choose well.”—Ann Voskamp

Those closest to me know that this past year has been a struggle for me—both personally and professionally. From deaths in my family, to battling anxiety and depression, trying to navigate a rapidly growing book of business, leading the Young Lawyers Division, attempting some semblance of a “work life balance,” starting a new job and most recently, to the sudden loss of my German Shorthaired Pointer, Abita. To quote the Grateful Dead, “[w]hat a long, strange trip it’s been.”

Toward the end of my YLD presidency year, I often joked that I was the worst YLD president. When I started my climb up the YLD leadership ladder four years ago, I had several ideas and goals for what I wanted to accomplish. For many, it will come as no surprise to learn that I am the epitome of a “Type A” personality—competitive, a planner, impatient, a perfectionist and a workaholic. For as long as I can remember, I have always placed an unreasonable amount of stress on myself, and I would convince myself that I just worked better under pressure. And when things did not always go exactly as I had meticulously planned, I would inevitably feel an immense sense of failure.

Over the past four years, I have grown more than I could have ever imagined as a lawyer, leader and person. And while I still consider myself Type A, I have slowly

tried to take a step back to focus not on the things I was unable to accomplish this year, but on everything the YLD *did* accomplish—whether planned or by happenstance. With that, I want to take this opportunity to share a small sampling of what the YLD accomplished during this past Bar year:

Georgia Pro Bono and Public Interest Awards Ceremony

Last December, several of our members attended the Georgia Pro Bono and Public Interest Awards Ceremony at the Glenn Hotel in Atlanta. I also had the privilege of accepting Georgia Legal Services Program’s award on behalf of the YLD in honor of our 50-year partnership with GLSP and the YLD’s commitment to serving the community and legal profession.

#LunchandListen

This past December marked 22 years since my dad passed away. Losing a loved one in December has always made the holidays a difficult time for me, as I know it is for many others. With that, we launched a new initiative—#YLDLunchandListen—where I asked young lawyers to take another young lawyer out to lunch or coffee to check in, talk about stressors, plans for the new year or anything else on their mind. These types of connections are critical and can truly be the saving grace for someone, especially those who may be silently struggling.

Impactful CLEs and Programming

The YLD was fortunate to be able to resume in-person programming this year and our committees hit the ground run-

► SEE LEADERSHIP, PAGE 6

The YLD Review seeks to provide a forum for the discussion of subjects pertaining to the regulation of the legal profession and improving the quality of legal services, as well as other matters of general interest to Georgia

lawyers. The statements, views and opinions expressed herein are those of the authors and do not necessarily reflect those of State Bar of Georgia, its officers, Board of Governors, sections, committees or staff.

From the Editors

Say Hello to Your New Co-Editors



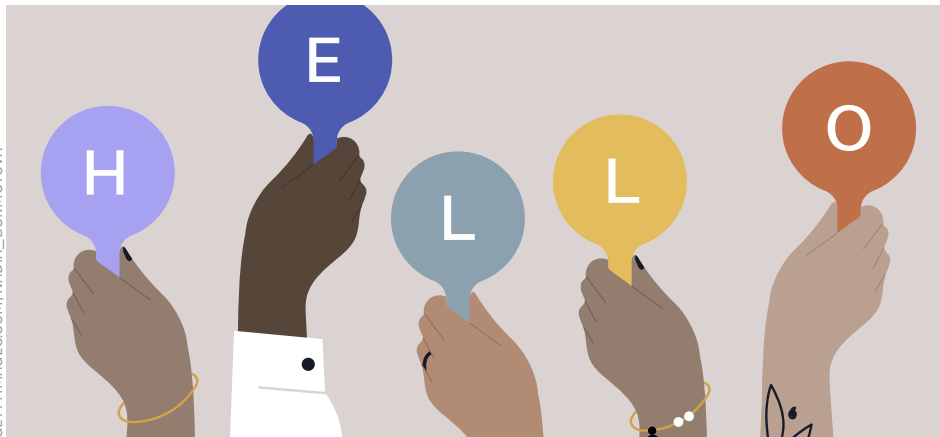
Jena Emory



Virginia Josey



Virginia Josey



What an honor it is to serve as your YLD newsletter co-editors! It is difficult to imagine a more enthusiastic start to our roles. It is safe to say we could not be more excited or grateful.

We are fortunate to have the opportunity to build on the success of the previous editors, Ashley Akins and LaKeisha Randall. Without their devotion to the YLD and *The YLD Review*, we would not have the strong foundation to launch into our year as co-editors. Thank you both for your magnificent work.

Armed with articles from the past few months, we decided to release a special edition of *The YLD Review* first. Our inaugural full edition will be next. In addition to the familiar content, we will expand on *The YLD Review*. Our role is to showcase the articles of our talented members and educate our organization on the statewide efforts of the YLD. To be successful, we need your help. Contribute as you can and help us create the conversation that reflects the lives of Georgia young lawyers. Your voice is important, and we need to hear from you.

Our hope is that you will see *The YLD Review* as informative and interactive. This year we have added an anonymous section

for more personal submissions. If you are interested in discussing a topic but do not want to include your name for publication, please email theyldreview@gmail.com. We hope this will welcome more vulnerable writing and start the difficult conversations that help advance our organization. If you have thoughts on the “Great Resignation,” a term used to describe the movement of lawyers throughout the workplace, send us an email. We are happy to include your thoughts anonymously. If you have an idea for an anonymous article, let us know.

During our first few weeks as co-editors, we have already enjoyed reading the articles of our friends and colleagues. These articles come from all practices and backgrounds, providing a different voice with each author. It is a great joy to work with the many voices that make our YLD powerful. We look forward to continuing this great work together. YLD

Jena Emory is an associate at Copeland Stair Valz & Lovell LLP in Atlanta and is co-editor of The YLD Review.

Virginia Josey is a trial attorney who manages Virginia Josey Law in Macon and is co-editor of The YLD Review.

Q&A With Ron Daniels



2022-23 YLD President Ron Daniels

I had the opportunity to sit down for a Q&A session with our new YLD President Ronald Edward “Ron” Daniels. Read on to get to know Ron and what he hopes to accomplish during his year as president.

If you could meet any fictional character, who would it be and why?

One of my heroes since childhood has been Dr. Raymond Stantz. While it would be cool to fulfill a childhood dream, imagine all the fun somebody could have spending a day with Ferris Bueller or Ernest P. Worrel.

If you were given the choice between eating only dessert for the rest of your life or living without dessert forever, which would you choose?

Absolutely give up dessert.

Would you rather jump out of an airplane or scuba dive to the deepest depths of the ocean?

There is no way I am jumping out of a plane.

► SEE Q&A, PAGE 17

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PHOTO BY SARAH I. COOLE

Why the Legal Food Frenzy Is Essential to Our Food Banks



**Veronica
Rogusky Cox**

The 2022 Legal Food Frenzy was held from April 18-29. Whether this was your first or 11th year participating in the Legal Food Frenzy, you may find yourself asking why it is so important? Sarah Fonder-Kristy, chief development officer at the Atlanta Community Food Bank (ACFB), shared her perspective on the importance of the Legal Food Frenzy, and its impact on Georgia communities.

Fonder-Kristy has been working at the ACFB for 22 years and has served in her current role for 14 years. She currently oversees all fundraising activities, marketing communication, education and volunteer recruitment.

Fonder-Kristy provided some background on the ACFB's history and current operations. It all started in 1979 in the basement of St. Luke's Episcopal Church in downtown Atlanta. The founder was running a soup kitchen, serving homeless men in downtown Atlanta, and saw a need to serve food-insecure families. Today, the ACFB collects food and household items from manufacturers, wholesalers and community food drives. It then stores and distributes those items to partner agencies, ultimately reaching low-income Georgians in the ACFB's service area who need help—families, children and seniors who do not know where their next meal is coming from. The ACFB serves 29 counties in metro-Atlanta and north Georgia with a network of more than 700 nonprofit feeding programs. These nonprofit feeding programs include after school programs, senior centers, food pantries, community kitchens and any nonprofit organization that is feeding low-income families can apply to become a partner agency and receive food from the ACFB. In the last year, the ACFB distributed more

than 116 million pounds of food to provide 96 million meals to its network of 700 partner agencies, ultimately reaching 715,000 food-insecure Georgians.

When asked about who the Food Bank benefits, Fonder-Kristy stated,

“Often when people think of who may be hungry in their community, they immediately think of the homeless. But that's only about 10-12% of the people that the [ACFB] is serving. The bulk of the people who really need the food banks across the state are families—people who typically have a job, or two or three part-time jobs, but just can't quite make ends meet for all 30 days of the month. Maybe for 26 days they can do it, but when the end of the month comes, the math doesn't quite add up. By going to a community food pantry, they are able to extend their food budget to make sure they have all the essentials they need to feed their families.”



People come to the ACFB so that they do not have to decide whether to feed their family or pay their rent or buy their medicine. The ACFB helps arrest that decision-making process, so food-insecure families do not have to make tradeoffs that may endanger their long-term health. By providing food assistance, the ACFB helps stabilize the families who live right on the edge and keeps them from tipping over into a more serious crisis.

When asked about what impact the Legal Food Frenzy has on the community, Fonder-Kristy said, “Every dollar makes an impact. Every dollar donated helps the ACFB provide up to four meals. That's a pretty powerful multiplier.” For example, in 2021, the Legal Food Frenzy raised \$936,883, which is more than 3.7 million meals for food insecure families. According to Fonder-Kristy, “The YLD and Legal Food Frenzy are so important because they help us kick off our summer hunger campaign. When kids are out of school, they don't have access to breakfast and lunch, so now families, who are already strug-

SAVE THE DATE!**12th Annual
Georgia Legal
Food Frenzy****April 17–28, 2023**

gling to make ends meet, have to find 200 more meals for their kids.” With food prices higher everywhere, the ACFB continues to struggle with supply-chain issues. During the pandemic, the ACFB and other food banks across the state began purchasing more food and also partnering with Georgia farmers to make sure food does not go to waste. If the ACFB does not have similar results as the previous year, that impacts their ability to source more food to meet the need in the community.

According to Fonder-Kristy, “The Legal Food Frenzy competition demonstrates the power of community. You help the network of food banks across the state feed more and do more because of your partnership. You really show a commitment to this mission and the idea that no one has to go hungry in Georgia. I heard someone volunteering at the Food Bank this week say, ‘I grew up knowing that my family got food from the [ACFB], and I am able to give back today because someone gave to me 10 years ago.’ You never know the full ripple effect that we have.” The Legal Food Frenzy helps a generation of kids grow up healthy, strong and hopeful so that they can be great Georgia citizens and give back in the future. YLD

Veronica Rogusky Cox is a trial attorney at the Atlanta District Office of the Equal Opportunity Commission and serves as YLD secretary.

2022 Legal Food Frenzy Winners**GRAND PRIZE
Attorney General’s Cup Winner**

Habachy Law
82,615 points per person
Atlanta Community Food Bank

**Sole Proprietor Winner |
Points per Person**

Page Perry
8,320 Points per Person
Atlanta Community Food Bank

**GRAND PRIZE
Bar President’s Award Winner**

Greenberg Traurig, LLP
272,988 Total Points
Atlanta Community Food Bank

**Corporate, In-House Counsel
Winner | Total Points**

Serta Simmons Bedding, LLC
78,922 Total Points
Atlanta Community Food Bank

Large Firm Winner | Total Points

King & Spalding
137,674 Total Points
Atlanta Community Food Bank

**Corporate, In-House Counsel
Winner | Points Per Person**

Georgia Southern University
3,634 Points per Person
America’s Second Harvest of Coastal Georgia

**Large Firm Winner |
Points per Person**

BakerHostetler
440 Points per Person
Atlanta Community Food Bank

**Judicial Winner |
Points Per Person**

Magistrate Court of Fulton County
361 Points per Person
Atlanta Community Food Bank

Medium Firm Winner

Coleman Talley LLP
228,104 Total Points and
3,621 Points per Person
Second Harvest of South Georgia

Judicial Winner | Total Points

**Supreme Court of Georgia and
Court of Appeals of Georgia**
24,902 Total Points
Atlanta Community Food Bank

Small Firm Winner

Durham Bray Law Firm, P.C.
73,633 Total Points and
9,204 Points per Person
Golden Harvest Food Bank

Legal Organization Winner

**Georgia Tech Office of the
General Counsel**
80,264 Total Points and
1,824 Points per Person
Atlanta Community Food Bank

**Sole Proprietor Winner |
Total Points**

Law Offices of Nathan M. Jolles, PC
12,179 Total Points
Golden Harvest Food Bank

Law School Winner

Mercer University School of Law
44,808 Total Points and
112 Points per Person
Middle Georgia Community Food Bank

► LEADERSHIP, FROM PAGE 2

Leadership is tough, and while I may not have all the answers, I think one of my opposing counsels said it best: “[y]ou will find your own way.”

ning. Our committees put on several lunch and learns, innovative CLEs including the Litigation Committee’s virtual CLE on cannabis law, launched new programs such as the Inclusion in the Profession Committee’s Big Brothers Big Sisters initiative with the Atlanta Chapter of Big Brothers and Big Sisters of America, and hosted timely and helpful seminars such as the Government Law Committee’s seminar on “Making Sense of Public Service Loan Forgiveness” and the Corporate Counsel Committee’s “Peek Behind the Curtain—An Intimate Conversation with In-House Counsel” event.

Public Interest Internship Program

The Public Interest Internship Program (PIIP) solicited applications for the summer 2022 PIIP grant from Georgia law students and recent graduates. PIIP received 51 applications and we are proud to report that this year, PIIP was able to grant five awards, an increase from the four grants awarded last year.

Moot Court/Mock Trial

The YLD worked with law schools and high schools across the state to judge the Intrastate Moot Court Competition (which was finally back in person this year) and the Georgia High School Mock Trial Competition.

Leadership Academy

Although COVID threw us all for a loop, we were able to combine the 2021 and 2022 Leadership Academy classes and resumed all but one of our sessions in person. I am also proud to report that our 2022 class had a record number of government and other public service employees which accounted

for a third of our overall leadership class. A highlight of this year’s Leadership Academy was traveling to Chattanooga for the YLD Spring Meeting which included a joint networking reception with the Tennessee YLD, a ’90s-themed trivia and dinner, and a service project for the Chattanooga Room in the Inn which empowers women and children experiencing homelessness.

Signature Fundraiser

After a two-year hiatus, we were able to bring back the YLD Signature Fundraiser which took place on April 30 at 433 Bishop in Atlanta. This year’s fundraiser benefited Kate’s Club, an organization that empowers children and teens facing life after the death of a parent, sibling or caregiver. The fundraiser featured live music from Mercer Law graduate JB Strauss, Fox Bros BBQ and a photo booth camper. More importantly, we were able to raise more than \$10,000 for Kate’s Club.

Legal Food Frenzy

The YLD, Georgia Attorney General Chris Carr, the State Bar of Georgia and the Georgia Food Bank Association held the 11th Annual Georgia Legal Food Frenzy, which took place April 18-29. One hundred eighty-nine law firms, legal organizations, in-house counsel and courts across Georgia participated, and together, we raised a grand total of \$880,248.08—the equivalent of 3.5 million meals for those experiencing food insecurity.

Eleventh Circuit Judicial Conference

On May 6 and 7, the YLD participated in the Eleventh Circuit Judicial Conference in Atlanta. The YLD hosted a roundtable with our federal judiciary, which had a record-

setting 83 federal judges in attendance from Georgia, Alabama and Florida. We were also joined by special guests including U.S. Supreme Court Justice Clarence Thomas, U.S. Court of Appeals for the Eleventh Circuit Chief Judge William Pryor and U.S. District Court for the Northern District of Georgia Chief Judge Timothy Batten. The event concluded with a ceremony where our members had the opportunity to be sworn into the bars of the U.S. Supreme Court, the U.S. Court of Appeals for the Eleventh Circuit and the U.S. District Court for the Northern District of Georgia.

In Closing

While I may not have accomplished everything on my presidential agenda, I can confidently look back at the past 12 months with an incredible amount of pride and joy. It has been one of the greatest honors and privileges to serve as the 75th president of the YLD. Leadership is tough, and while I may not have all the answers, I think one of my opposing counsels said it best: “[y]ou will find your own way.” Just make sure to put your physical and mental health first and always try to give yourself some grace.

Lastly, I am grateful for everyone who helped me find my way this year and over the past few years. I would like to extend a special “thank you” to my YLD officers and directors, our YLD members and members of the State Bar for their support and dedication to our legal profession. I look forward to working alongside our new president, Ron Daniels, and to serving my final year on the YLD and State Bar’s executive committees. YLD

Elissa Haynes is a partner at Freeman Mathis & Gary LLP, and immediate past president of the Young Lawyers Division of the State Bar of Georgia.

2021-22 YLD Awards of Achievement

Congratulations to the recipients of the 2021-22 YLD Awards of Achievement. The awards were presented on Friday, June 3, at the YLD Dinner & Swearing-In Ceremony at the Annual Meeting in Amelia Island, Florida.

Distinguished Judicial Service

Justice Shawn Ellen LaGrua
Supreme Court of Georgia

U.S. Magistrate Judge Linda T. Walker
U.S. District Court for the Northern District of Georgia

Judge Amanda N. Heath
Augusta Circuit Superior Court

Ross Adams Award

Jonathan B. Pannell
2012-13 YLD President

Joe Dent Hospitality Award

Carlos A. Fernández

Award of Achievement for Service to the Profession

Chanel Chauvet
YLD Inclusion in the Profession Committee

Carlos A. Fernández
YLD Litigation Committee

Meredith "Merry" Layman
YLD Women in the Profession Committee

Lindsey Macon
YLD Women in the Profession Committee

Jamie McDowell
YLD Board of Directors

Mishael Najm
YLD Inclusion in the Profession Committee

Kate Reddy
YLD Litigation Committee

Award of Achievement for Service to the Public

Audrey B. Bergeson
YLD Signature Fundraiser

Hannah Couch
YLD Signature Fundraiser

Veronica Rogusky Cox
Georgia Legal Food Frenzy

Jena G. Emory
YLD Board of Directors

Virginia C. Josey
YLD Signature Fundraiser

Morgan Lyndall
Georgia Legal Food Frenzy

Jamie B.J. Rush
Public Interest Internship Program

Award of Achievement for Service to the Bar

Kindall Browning-Rickle
YLD Leadership Academy

J. Kyle Davis
YLD Leadership Academy

Samantha M. Mullis
YLD Leadership Academy

Award of Excellence for Dedication to the YLD

Michael B. Terry

Ivy N. Cadle

Outstanding YLD Affiliate

Savannah YLD

Elissa Haynes Champion for Justice Award

Norbert D. "Bert" Hummel IV

Christopher E. Bruce

Bert Hummel Profile in Courage Award

Elissa B. Haynes

Elizabeth L. Fite

Jessica J. Wood

Christopher P. Twyman

Griffin Bell Triumph in Leadership Award

Elizabeth L. Fite
2021-22 State Bar of Georgia President

Chief Justice David E. Nahmias
Supreme Court of Georgia



Judicial Spotlight

A Conversation With Supreme Court of Georgia Justice Verda M. Colvin



**Brittanie D.
Browning**

Justice Verda M. Colvin graciously agreed to chat with the YLD recently about her role on the Supreme Court of Georgia, and her path to reach that position. Her journey to the highest court in Georgia and the importance of the role of the judiciary is aspirational. Justice Colvin's legal career highlights public service and still focuses on giving back to her community as a guiding principle.

As a native Atlantan and alumna of the University of Georgia School of Law, Justice Colvin knew the importance of coming back to Georgia after her first few years of legal practice. Earlier in her legal career, Justice Colvin spent 14 years as a federal prosecutor in the Middle District of Georgia. Her public service background showed her the importance of impacting her community in positive ways and leaving a mark.

When asked what the best advice was that she received as a young lawyer, Justice Colvin shared that she was told to be detail-oriented—"check and double-check." This detail-oriented approach has continued to serve her well on the bench. As a younger lawyer, Justice Colvin stressed the importance of mentors in her career. Mentors entered her life in one of two ways: naturally or especially sought out for a particular reason. The different perspectives offered by her mentors helped her think through issues by getting a variety of perspectives offered from her mentors' varied backgrounds, ages, and/or genders. Each mentor offered something unique, which helped Justice Colvin on her journey as a young litigator. She absorbed as much information and knowledge as possible from her mentors. The unifying factor of all her mentors is that she respected them both in their craft and as people.



Supreme Court of Georgia Justice Verda M. Colvin

As she navigated her legal career, her goal was to give back through service. Yet Justice Colvin did not envision herself as a judge until others urged her to consider the judicial track. The support of her colleagues to pursue the Superior Court of Bibb County made her take the leap to seek that role. She loved working on the Superior Court bench in Macon, Georgia. It allowed her a new way to directly impact her local community and interface with individuals to let them know that they can be above the worst thing they ever did and start again. It gave her an opportunity to instill a sense of hope in people. Because she loved her role on the Superior Court

bench, it was a push from others again that made her consider the judgeship on the Court of Appeals of Georgia.

Gov. Brian Kemp appointed her to the Court of Appeals in April 2020, and she served for over a year before the governor appointed her to the highest court in July 2021. Justice Colvin felt the move to the Supreme Court was the right next step given her heart of service for others and the state. When asked what she discovered to be the best part of being a Supreme Court justice, she answered she enjoys the challenge of the role. The questions presented to the Court do not have a ready answer and require analysis beyond the statute or interpreta-

tion of case law to reach the right answer. The task of figuring out the answer based on precedent without holding any predisposed interpretation is an added challenge. Justice Colvin shared that the level of camaraderie and collegial nature of the bench is one of the most surprising parts of her current position. The entire bench participates in the drafting of opinions, which necessarily requires actively working together on their cases.

Outside of her judicial service, Justice Colvin is passionate about access to justice for rural parts of the state that may not even have a lawyer in the county. She chairs the Access to Justice Committee with the State Bar of Georgia to address the issue and brainstorm solutions to the justice gap where access to the courts is limited by a lack of lawyers in that geographic area. Justice Colvin invites young lawyers to join the conversation and volunteer when the opportunities arise for innovative ways to serve the rural communities to have better access to legal representation.

Despite the work of the Court and a long commute to downtown Atlanta from Macon, Justice Colvin continues to make time for her local church and other organizations to help support the marginalized communities in her hometown. She prioritizes community service as a foundation for her personal and spiritual development. As a resident of Macon, Justice Colvin currently serves as a co-chair of OneMacon,

STAY CONNECTED WITH THE YLD

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 @GeorgiaYLD	 @georgiayld
 Young Lawyers Division State Bar of Georgia	 flickr.com/yld



which focuses on equalizing the marginalized portions of the community with resources to help bring about equity in areas struggling socioeconomically.

As an alumna of a women’s college, we took the opportunity to discuss the historic nomination of Judge Ketanji Brown Jackson to the U.S. Supreme Court. Without discussing the political impact or implications, Justice Colvin articulated the importance of representation for children to see what is possible and have the “I can also do it” mentality, as visualization

of possibility helps bring about change. The value to everyone with more inclusion is bringing new voices to the table; but change is incremental, not instant. It is an ongoing process as our country continues to transform. However, with every new voice added to the discussion, the judiciary as a whole benefits from having different perspectives and gives inclusion in the process. ^{YLD}

Brittanie D. Browning is an associate at Akerman LLP in Atlanta and serves as the YLD president-elect.

American Bar Association YLD Spring Meeting



**Jennifer D.
Isaacs**

The American Bar Association (ABA) became my first bar association home in law school. I served on the Law Student Division Board of Governors and, upon graduation, was quickly welcomed into the Young Lawyers Division, where I have gone on to hold multiple leadership roles. Some of my best friends were made through ABA conferences, and we are spread all over the world. Between traveling for conferences, and seeing friends all over the country, free CLEs and professional development, and networking opportunities, my membership offers a fantastic value.

The ABA is a national organization, and if you have never been to one of the meetings, planning to go can be a daunting, not to mention expensive, task. This year, the ABA YLD's Spring Meeting was held in Atlanta, Georgia, from May 5-7 and it was a great time.

The ABA YLD Spring Meeting's theme was Resilience, Realignment and Revitalization, and the meeting offered CLE credit, chances to learn more about the ABA, social events, including a dinner-dance at Mer-

cedes-Benz Stadium, and an opportunity to give back to the community by participating in an Expungement Fair.

The meeting kicked off on Thursday with two non-CLE programs: The Revitalization of Atlanta's Green Spaces: Addressing Displacement and Inequities; and Resilience Techniques in the Face of the Pandemic. There was a First-Timers Orientation, followed by a Welcome Reception, and dine-arounds, where groups got together at restaurants throughout the city to meet for dinner and conversation.

Programming really ramped up on Friday when a variety of CLE and non-CLE programs took place. CLE programming covered a broad range of topics, including ensuring LGBTQ+ lawyers and clients are treated with respect and understanding; attorney well-being; Cares Act and PPP Loans; the name, image and likeness landscape in college sports; managing ethical responsibilities while serving on nonprofit boards; and a guide for new lawyers dealing with difficult clients.

Friday also offered a program focused on women in sports law, and a roundtable discussion about servanthood through bar associations, where our own Georgia YLD President Ron Daniels spoke about the YLD Leadership Academy.

The biggest social event of the weekend was the YLD Dinner-Dance, a tradition at ABA YLD meetings. The party was held at Mercedes-Benz Stadium in the Mercedes-Benz Suite with food, drinks and entertainment.

The meeting wrapped up on Saturday with more CLEs, covering emerging technologies, and handling vicarious trauma and other risks attorneys face. We also participated in a service project—an Expungement Fair with Fulton County.

Our next meeting is the ABA's Annual Meeting in Chicago from Aug. 4-6. There, we will have CLEs, opportunities to explore Chicago, and the YLD Assembly will be held on Aug. 6. During Assembly, we will debate and vote on resolutions proposed by different YLD affiliates and members, and other ABA entities—the policy-making side of the ABA YLD. I would love for you to join us. If Chicago is too short notice, or too far away, the Georgia YLD will be participating in the ABA YLD Southeast Regional Summit from Sept. 22-25 in Orlando, Florida, at Disney's Yacht Club Resort. Registration for both meetings is open now. ^{YLD}

Jennifer D. Isaacs is a senior attorney at Mellville Johnson, P.C., in Atlanta and serves on the YLD Board of Directors.

ABA Annual Meeting

Aug. 4-6

Chicago Marriott Downtown
Magnificent Mile
Chicago, Illinois

Register online at
www.americanbar.org

ABA YLD Southeast Regional Summit

Sept. 22-25

Disney's Yacht Club Resort
Orlando, Florida

Register online at
www.tba.org



AMERICANBARASSOCIATION

Young Lawyers Division

The Young Lawyers Division is the national home for the new attorney, providing members tools to navigate the early years of a career, opportunities to build a national network of peers and mentors, and vital resources to help members grow personally and professionally.

Adulting 101

It's OK to Lay Your Burdens Down Every Now and Then



Shiriki Jones

Sometimes the super lawyer cape, coupled with all of the other hats (or crowns) we wear, get to be too heavy and we fear taking them off and taking a rest. Fully aware of these heavy burdens of internal and external expectations, the Georgia Association of Black Women Attorneys, hosted a session for its members to address this very issue. On March 31, in its first Fifth Thursday CLE session for 2022 titled “Lay Your Burdens Down: A Wellness & Self Care Conversation,” Joy White moderated a panel including attorneys Careshia Moore, Gillian Crowl, Winter Wheeler and LaKeisha R. Randall, and licensed therapist Dr. Ericka Goodwin. The program addressed the necessity for attorneys to prioritize making space in our lives for takings breaks, not needing to be *everything* for *everyone* to the detriment of self, and the need for making mental health and well-being just as much of a part of our daily lives as our professional pursuits and representing clients. It was a powerful session that yielded many nuggets of wisdom for us to keep in mind when we start to get bogged down in the business of practice and life. I will leave you with a few of the most powerful takeaways:

Do not be afraid to ask for help.

Asking for help is not a sign of weakness but rather shows your inner-strength and self-awareness of when a life circumstance or professional matter needs a team effort to address it. We must push back on the “you just need to push through it and deal” mentality that is often foisted onto lawyers and learn that it is OK if you are struggling. It is also OK to seek out help to deal with your struggles.



Panelists for “Lay Your Burdens Down: A Wellness & Self Care Conversation” held on March 31 as GABWA’s first Fifth Thursday CLE session. Top row (L-R): LaKeisha R. Randall, Winter Wheeler and Gillian Crowl. Middle row (L-R): Shiriki Jones, Dr. Ericka Goodwin and Careshia Moore. Bottom: Joy White, moderator.

Take time to pause.

A brief moment to re-center your thoughts and actions can be the motivation you need to tackle tasks ahead.

Use your six sessions with the Lawyer Assistance Program.

These sessions are a member benefit for us as lawyers and a great way to—with the help of a neutral party—develop healthy habits to address stress, traumas and normal day-to-day issues.

Instead of trying to look at things from a work-life balance perspective, which is a misnomer, look at things as though they are a pie.

As stated by one of the attendees, “We don’t have work and a life. I look at it more like a pie or pizza. Work may be a big slice, but it’s just a slice.”

A nap, nice soothing bath, a walk, a workout or a trip may be the little respite you need to recalibrate.

Do not hesitate to build in time in your routine for this “me time” as a way to combat mental fatigue.

Relational capital is so important.

We as humans need community so do not be afraid to take time to check in on one another and really work to foster meaningful friendships and professional relationships. Do not just leave things as the shallow “how’s it going,” really take time to invest in key relationships as it can be part of the sustaining lifeblood of a healthy mental regimen.

Perfection is not the metric, progress is.

Perfection is unattainable and puts so much pressure on us to over-perform, but progress is measured, actionable and attainable.

► SEE BURDENS, PAGE 12

► BURDENS, FROM PAGE 11

Therapy is not just for a current stressor or emergency, it is also for maintenance or prevention.

Goodwin walked us through how that could work: “There are a couple of different styles. 1. Just talk and process what is going on even if not stressed or distressing. More like check-ins; 2. Identify some other fine tuning things that will help you do even better even if you are doing well (i.e., personal development); 3. Check in on areas that have been challenging to make sure healthy habits and strategies you have worked on are still being done or working.”

You do not have to do it all and certainly not all at once. Give yourself some grace. As Goodwin stated in the session, “there is something so powerful about holding space for humanity.” I hope that you will join me in taking some time over the next week or so to pause from the ‘busyness’ of life to make space for your humanity. Your mental well-being will thank you. YLD

Shiriki Jones is commercial transactions attorney at Coyote Logistics, LLC—a UPS company—and the current president of the Georgia Association of Black Women Attorneys.

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Professional Development

How Pro Bono Benefits You



**Sarah J.
Anderson**

Pro Bono Publico—“for the public good.”

We all know the good that pro bono work does: representation for those who could otherwise not afford an attorney, better resolutions for low-income clients, improving the flow of court cases and feeling good knowing that you helped someone out.

There are other lesser known benefits from pro bono, both professional and personal. Instead of focusing on the benefits of pro bono work to the clients, let us look at the benefits to the pro bono attorney.

There is much to be gained professionally from doing pro bono work. Pro bono cases allow attorneys to sharpen their litigation skills. A new attorney will have direct contact with a client, perfecting interview skills, learning how to speak in plain English to clients and learning how to manage client expectations. A new attorney can gain experience in investigating facts, taking depositions, interviewing witnesses and reviewing exhibits that may end up in evidence. A new attorney can also gain trial skills through pro bono work, getting the opportunity to appear before judges in a variety of cases. The skills will build an attorney’s confidence as he or she gets more comfortable with client-case management.

Experienced attorneys can brush up on legal skills. A transactional attorney can go to court to advocate for a tenant or a temporary protective order petitioner. A litigator can take a case that can be completed in the office, such as advice and counsel on a housing issue or drafting a will. Pro bono work also allows many attorneys the chance to build skill in mediating and negotiating settlements.

Attorneys can also learn a new area of the law through pro bono work. Legal services programs, such as Georgia Legal Services Program, offer online resources, training and assistance from experienced



staff attorneys to support pro bono attorneys in areas in which they do not regularly practice. Programs offer malpractice insurance for any case that they assign to a pro bono attorney.

Pro bono work also allows attorneys networking opportunities, while building business contacts and becoming better known to the judges before whom they appear. It also helps to build an attorney’s reputation in the legal community. Networking and reputation may open doors both professionally and personally as people learn about your commitment to help those in need. The State Bar of Georgia and many local bar associations regularly recognize volunteers to show the good work that attorneys continue to do throughout the community. Strong networking and good reputations built through pro bono work can help to build paid work for a law firm.

Pro bono work can take many forms. Pro bono work can include appearing in court with a client, drafting wills for seniors, assisting in estate planning to protect long-held family properties and clearing criminal records. If your time is limited, consider volunteering for a legal clinic. A legal clinic requires a short time commitment, in which attorneys provide advice and counsel on different legal issues. Although the time spent by the attorney at a clinic is short, the difference it makes to the client seeking information is great.

There is no doubt that pro bono work helps low-income clients, but it can also help you develop skills crucial to the practice of law. YLD

Sarah J. Anderson is a Pro Bono Project staff attorney in the Savannah regional office of Georgia Legal Services Program.

Aging Out of the YLD: What Happens Next?



**Jamie
Rush**

One of the great things about the Young Lawyers Division (YLD) is that membership is automatic. Unfortunately, aging out is automatic, too. At the end of the last Bar year, my time in the YLD ended. I aged out with zero regrets. I have great memories of dancing at Signature Fundraisers, carpooling to YLD meetings and attending countless committee events. I made friends in different practice areas and developed a strong, professional network of service-minded young lawyers.

My introduction into YLD service was through my mentor, Jana J. Edmondson-Cooper. When I asked Edmondson-Cooper how to get more involved in the YLD years ago, she encouraged me to join a YLD committee and supported my application to the YLD Leadership Academy. (Hi, class of 2017!) I listened to her advice and encouragement, and I stepped up to be more involved. I served on the Board of Directors and the Representative Council, and for the last two years, I chaired the Public Interest Internship Program Committee.

So, the natural question is what happens next? Will I stay involved with the Bar? How can you remain active in the “big Bar” when you age out of the YLD? I thought about what young lawyers should consider before aging out, and I asked Edmondson-Cooper and State Bar Executive Director Damon E. Elmore for their input. Here are a few tips to remember during your time in the YLD and especially as you prepare to age out:

Start Early and Be Visible

You do not have to wait until you age out of the YLD to become active in the “big Bar.” As Edmondson-Cooper said, “You may age out of YLD, but that should not age you out of wanting to serve our profession, especially through ‘big Bar’ ser-

vice. Young lawyers should also not wait to age out of YLD before they become active in the big Bar. Our profession, and a young lawyer’s professional development, is served best when young lawyers have a seat at both (all) tables.” Even as a YLD member, you can be active in Bar sections and consider running for Bar leadership positions. Consider attending Midyear and Annual meetings in addition to YLD meetings. Elmore advised “also, consider writing for *The YLD Review* or the *Georgia Bar Journal*. Make contributions that way. Share solutions or creative ideas. Most importantly, do good work!”

Learn and Understand How the Bar Works

Use your time in the YLD to learn and understand how the Bar works. It is hard to remain active if you do not know where or how to contribute. As a young lawyer, I have been encouraged to attend Board of



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Governors meetings to see the “business of the Bar.” The YLD Leadership Academy is a nationally recognized program and an excellent introduction to how the YLD—and the Bar—are structured.

Let People Know Your Interests but Do the Work

If you want to be involved, let someone know. Stay connected with your network, and let people know you are willing to serve. Bar officers, committee chairs and leaders love volunteers who are willing to do the work. However, be prepared to get what you asked for, and be prepared to make contributions by doing the work.

It has been a pleasure being involved in the YLD, and I am excited to continue to serve our profession in new ways. YLD

Jamie Rush is a senior staff attorney at the Southern Poverty Law Center.

Alternative Spring Break with Georgia Legal Services Program



**Alexandra
Eichenbaum**

From March 14-18, Georgia Legal Services Program (GLSP) hosted 25 students from Georgia State University (GSU) College of Law for three different “Alternative Spring Break” trips. Throughout the week, each group of students focused on a key legal need impacting rural Georgians: helping survivors of domestic violence through the Victims Legal Assistance Network (VLAN), disaster preparedness and relief, and education law and advocacy. In each trip, students learned about substantive law and practical issues, had candid discussions with experts in the field and completed service projects related to their focus area. The Alternative Spring Break Program was a collaboration between GLSP and GSU’s Center for Access to Justice.

“This collaboration is a natural fit,” explained Alexandra Eichenbaum, director of Pro Bono Innovation at Georgia Legal Services Program. “As a statewide nonprofit law firm, GLSP’s mission is to provide civil legal services for persons with low incomes, creating equal access to justice and opportunities out of poverty. GSU’s Center for Access to Justice helps equip the next generation of leaders with both the academic knowledge and the client skills that make for great advocates. GSU law students are genuine lawyer-servants and that’s in large part due to their experience with the Center for Access to Justice. Not only are GSU law students essential GLSP volunteers working to close the justice gap in Georgia, but they are also the ones who will be taking up the torch in the very near future.”

Speakers from across Georgia and the country spent time with the students throughout the week, including attorneys and advocates from Atlanta Volunteer Lawyers Foundation, DeKalb County Juve-



Georgia Legal Services Program

nile Public Defender’s Office, Equal Justice Works, Fearless Witness, Georgia Commission on Family Violence, Georgia Heirs Property Law Center, Georgia Team Ready, Gwinnett Parent Coalition to Dismantle the School to Prison Pipeline, Legal Aid Education Advocacy Project, Paradigm Shift Education, At-Promise Center (Atlanta Police Foundation), Ogeechee Judicial Circuit, Stetson University College of Law, Southern Poverty Law Center and the Truancy Intervention Project.

For many students, the service projects were the highlight of the week. VLAN students organized a supply drive for the families of Haven House, a domestic violence shelter in McDonough, Georgia, while their counterparts on the education trip prepared “know your rights” materials for middle and high school students. Students learning about disaster legal services spent a day clearing tornado debris and assisting in long-term disaster recovery efforts in Coweta County.

On Wednesday evening, GLSP hosted a combined reception at the Glenn Hotel’s SkyLounge to allow participating GSU students from all three tracks to gather, share their experiences with one another and network with leaders from GLSP, GSU and the Young Lawyers Division.

“Some may say that you ‘gave up’ your spring break to be here this week,” said Rick Ruffalo, then-GLSP executive director. “But the truth is that you chose to spend your time with us, learning about the needs of our neighbors throughout the state and actually doing something to address them.

You understand the importance of service as part of your legal career, and you chose to act on that.”

Dan Wingate, a participant in the education trip, shared his perspective on the value of the Alternative Spring Break experience: “I was inspired and enlightened by the speakers and program. I’m so grateful for the work that GLSP does and the model of advocacy and dedication that they and the other attorneys provide.”

To volunteer as an attorney with GLSP’s Pro Bono Program, or to make a financial donation to support GLSP’s work throughout the state, visit www.glsp.org/get-involved. For more information about law student volunteer opportunities or other special projects, contact Alexandra Eichenbaum at aeichenbaum@glsp.org. ^{YLD}

Alexandra Eichenbaum is the director of Pro Bono Innovation at Georgia Legal Services Program.

1. Alternative Spring Break Program participants from the three different tracks had a hybrid meeting on the final day to brief their fellow ‘spring breakers’ on everything they learned, with those in person in the Presidents Boardroom at the Bar Center.
2. The Atlanta skyline serves as a backdrop for reception attendees on Wednesday evening at the Glenn Hotel’s SkyLounge.
3. Then-GLSP Executive Director Rick Ruffalo (center, rear) poses with program participants and reception attendees atop the Glenn Hotel in downtown Atlanta.



JOIN A YLD COMMITTEE

The YLD has more than 25 committees working to support our motto of service to the community and profession. Each committee works diligently to provide substantive programming in their respective focus areas.

- Advocates for Students with Disabilities
- Business Law
- Community Service Projects
- Corporate Counsel
- Criminal Law
- Disaster Legal Assistance
- Estate and Elder Law
- Ethics and Professionalism
- Family Law
- Federal Law
- Health Law
- High School Mock Trial Competition
- Inclusion in the Profession
- Intellectual Property Law
- Intrastate Moot Court Competition
- Judicial Law Clerk
- Labor and Employment Law
- Law School Outreach Program
- Leadership Academy Alumni
- Legal Food Frenzy
- Legislative Affairs
- Litigation
- National Moot Court Competition
- Public Interest Internship Program
- Real Estate Law
- Solo Practice/Small Firm
- William W. Daniel National Invitational Mock Trial Competition
- Wellness
- Women in the Profession
- Workers' Compensation

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► Q&A, FROM PAGE 3

If you could no longer practice law, and money was no issue, what would you do for a living?

Hear me out: professional paranormal investigations and eliminations. OK, seriously, likely running a BBQ restaurant.

What is your first YLD memory?

I think it was a Macon YLD event shortly after being sworn in to practice in 2012.

What made you want to be involved in the YLD?

I saw the YLD as a great opportunity to meet other lawyers and learn more about other areas of the law. What I found was that and a whole lot more.

Who inspired you to get involved in the YLD?

Ivy and Leslie Cadle.

How has involvement in the YLD impacted your career?

The programming the YLD has offered has been useful substantively for my career. But

perhaps the biggest impact has been the connections I have made with other young lawyers around the state.

Which YLD event are you looking forward to the most?

There are so many exciting events coming this year—and we have a lot of surprises in store—but I am most looking forward to our Spring Meeting at Callaway Gardens.

What do you consider to be the most important quality of a YLD president?

A willingness to pivot and react when things do not go as planned.

What do you think will be most memorable thing about your presidency?

First, engaging and exciting meetings. Second, that until proven otherwise I am the World Champion of the YLD.

What would you say to someone interested in getting involved in the statewide YLD?

You will not regret it. You will make friends, grow as a person and a lawyer, and have a little bit of fun along the way.

How would you encourage someone to become an active participant in the YLD, specifically during your presidency?

There are so many opportunities to be involved. All of our officers and directors are willing to chat about how you can be more involved. Just reach out and ask! YLD

Virginia Josey is a trial attorney who manages Virginia Josey Law in Macon. She is co-editor of The YLD Review.

Thank You for Your Service!



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