

State Bar of Georgia Young Lawyers Division

# THE YLD REVIEW

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Working for the Profession and the Public

## Parenting in the Profession: A Difficult Diagnosis | 4



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## From the President

# What Do You Want Your Bar Year to Be?



**Ronald Edward  
 "Ron" Daniels**

## "What do you want your Bar year to be?"

Yes, it is the question everyone has asked me for the last few years. But it is also the question I have been asking YLD members across the state for the last two years. While the president of the YLD sets the tone for their year, what matters to me is what you want out of your YLD.

I made a promise the night I was sworn in: the YLD will not be second place to any other young lawyer organization. Period. I made that promise knowing it is not a fair fight—we have something all of those other organizations do not have. You.

While our Board of Directors and Committee Chairs have all been set, there are still a multitude of ways to be involved in the YLD. Join a committee and be active in the committee. Volunteer for a wills clinic or a community service project. Attend a meeting. Raise money for the Legal Food Frenzy. Offer to judge a round of mock trial or moot court. Or even simply tell a colleague about upcoming YLD events or like and share one of our posts on social media. Is there programming you think we should be doing, but are not doing? I am all ears, and I know the rest of our officers, directors and committee chairs are as well.

I am very grateful for the firm foundation left for me by Immediate Past President Elissa Haynes. Thanks to her leadership, we have seen an increased focus on mental health and a return of in-person meetings for the YLD, including the Signature



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Fundraiser. We will continue building on that foundation by incorporating wellness programming throughout our committees, having in person and virtual events throughout the state, and, yes, having another Signature Fundraiser.

We are all YLD. It is more than a catchy hashtag. It is a truth. We are all members of this organization, and it belongs to all of us. This year is as much yours as it is mine. And it is going to be an amazing year. I hope to see you soon. *YLD*

*Ron Daniels is a partner at Daniels Taylor Law LLC and also serves as special assistant attorney general representing the Division of Child Support Services and the Department of Corrections.*

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

## The YLD Is For Everyone



Jena  
Emory



Virginia  
Josey

## An Update from the Georgia Association for Women Lawyers



Valentia  
Alleyne



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**The YLD is for everyone. Yes, there are** officers, directors and committee chairs, but you do not have to hold a leadership position to enjoy the YLD. The YLD is passionate about reaching all young lawyers in Georgia, whether you are in Atlanta or Eastman. It can be overwhelming, if you are not currently involved, but there is a place for everyone in the YLD.

The easiest way to become involved in the YLD is by attending a committee event or a meeting. The YLD holds four meetings a year. If the Fall meeting in Orlando, FL, was too far away, there is a committee event near you! Find a committee you are interested in and sign up on the website. You should begin to receive emails from the committee regarding upcoming events. If you simply want a sampling of the events offered, check out the Bar website or our social media posts. One of the benefits of virtual events is that you can attend from anywhere in the state. Anyone can be involved!

After you attend your first event (and love it!), make sure to reach out to the

people you met there. Most committee events are smaller groups, which allow for networking and relationship building. The more events you attend, the more you will notice that you are making friends. If you find a committee you love, ask the current co-chairs the process for becoming a committee co-chair.

But do not stop there! You can also write an article for *The YLD Review*. This will get your name out to YLD members, and it is something that you can share with your network. From there, you can apply for Leadership Academy, judge High School Mock Trial or Moot Court, or run for Representative Council. Whatever you decide to do, please know that you are happy you choose to be involved in the State Bar of Georgia, and we cannot wait to meet you! <sup>YLD</sup>

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*.

GEORGIA ASSOCIATION  
**GAWL**  
FOR WOMEN LAWYERS

**The Georgia Association for Women Lawyers (GAWL)** proudly serves the diverse interests of women lawyers in Georgia. As GAWL enters its 95th year, we continue to pioneer efforts to promote the advancement of women in the legal profession and promote the fair and equal administration of justice.

GAWL also provides a synergy for a young lawyer that can enhance your career on many levels. Specifically, we offer GAWLedu, a Boot Camp for female lawyers who have been practicing law for four years or less. This practical and informative program eases new lawyers into the practice of law and fosters a sense of community amongst the group of newer lawyers.

Though founded to promote the interests and welfare of women lawyers, GAWL proudly extends its membership to men. Whatever your goals are as a legal professional, GAWL is here to help. Connect, network, and join us at our next event. <sup>YLD</sup>

Valentia Alleyne is the managing attorney of the Alleyne Law Firm where she focuses on bankruptcy cases and estate planning matters.



# Parenting in the Profession: A Difficult Diagnosis—Part I



**Meredith "Merry"  
Layman**

There are no second-string parents, no junior varsity parents and certainly no bench warming parents. Parents have high hopes for their children. Some wish for a girl ... some wish for a boy, but all wish for a healthy child. Some parents are given extraordinary children and rise to the occasion. Brandy Helms and Birney Bull are two attorneys based in Savannah who have risen to the occasion. Brandy and Bruce Helms, and Birney and Deborah Bull have been blessed with delightful daughters: Charlotte and Amy, respectively.

## Meet Brandy and Charlotte

Brandy has experience with bankruptcy law and is currently practicing personal injury law at the Hostilo Law Firm. Attorney is only one of Brandy's titles; Brandy also holds the titles of wife, mom, stepmom and, most recently, grandma. In her free time, Brandy enjoys swimming, cycling and traveling. Brandy's daughter, Charlotte, was born on Aug. 4, 2017. Charlotte is a sweet four year old who loves country music, Jeopardy, people watching and socializing. Charlotte began missing developmental milestones about six months after birth. After extensive testing and genetic mapping, Charlotte was diagnosed with Rett Syndrome on May 4, 2020. Rett Syndrome is a neurodegenerative disease which causes regression in development, seizures, breathing difficulties, heart arrhythmias and loss of muscle tone. Charlotte has experienced two eye surgeries and undergoes physical and occupational therapy. Charlotte used to walk on her own and babble, but now uses an adaptive wheelchair and communicates with a Tobii eye-gaze communication device. Char-



PHOTOS COURTESY OF HELMS FAMILY

lotte also wears braces to correct and prevent the physical effects of Rett Syndrome, but is expected to require more surgeries in her lifetime.

## Meet Birney and Amy

Birney graduated from Wake Forest University in 1980 and the University of Georgia Law School in 1983. As a young lawyer, Birney enjoyed tennis and running. Birney is currently a sole practitioner in adoption law and served as president of the Board of Savannah Care Center from 1994-2009.

Birney's daughter Amy is 20 years old and is a whiz with her phone and loves to eat and travel. Amy was born with Downs Syndrome and severe heart problems, which were later corrected through four heart surgeries. Amy's diagnosis is termed a "moderate" delay which means when she is asked a question, Amy is self-conscious that she should know the answer, but does not. Amy also has poor vision and rheumatoid arthritis which reduce her mobility. She will undergo eye surgery in the future. Her vision and arthritis make calorie burning activities difficult, but you would never know from her positive attitude.



Balancing the demands of family and a career has been a tug-of-war of the heart for every professional parent. Fathers and mothers alike bear the burden of running through the endless list of parental concerns. And our profession can be emotionally draining, time consuming and isolating. Young attorneys with children, or those contemplating having children, have questions about their career and the “what ifs” that accompany parenthood. To address the “what ifs”, Brandy and Birney shared their thoughts on difficult diagnoses.

### What Was Your Reaction to Your Daughter’s Diagnosis?

**HELMs:** My husband and I were completely and utterly shattered. In my undergraduate experience as an occupational therapy major, I did some clinical work with a child who had Rett Syndrome, so I was familiar with the diagnosis. My husband had never heard of Rett Syndrome, so he started researching. Google is great for a lot of things, but when you research rare genetic mutations, you get all ends of the spectrum—the moderate, the awful and the devastating. We went through the grieving process over the next few months. Our beautiful little girl had been lagging, but we

were always hopeful that she would catch up or that her condition would be identified and treatable.

I have had conversations with friends who have lost children; receiving a debilitating diagnosis for your child is emotionally similar. You cry. You get angry because it is not fair; she did not deserve this. You ask yourself, “What did we ever do to deserve this?” You mourn all the things you thought the child would accomplish. As a mother, I know I will never teach Charlotte to drive, or watch her go off to prom to dance the night away or teach her how to put on her mascara. Her father will never walk her down the aisle at her wedding. He will never teach her how to make a foul shot or score a soccer goal, or jump off a high dive into the pool. We had to reframe our expectations. But first, we had to grieve the loss of all the things we thought our life would include. We tried to bargain with God. We considered having another child, because it would give Charlotte a sibling to grow up with and would provide experiences to us as parents that we would not get with Charlotte.

As a 35 year-old mother, I suddenly had to consider who would care for my child if she outlives us. We had to consider the possibility of needing burial plans for Charlotte. That was the hard one. There were a lot



PHOTOS COURTESY OF BURNEY FAMILY

of emotions: hurt, grief, anger, bitterness, guilt, sadness, pity ... the list goes on. It took months for us to unpack it all.

I was thankful that we received her diagnosis in May 2020, when I had already taken the bar exam and was interviewing for jobs.

I process bad news by throwing myself into projects, so this was my coping mechanism. We were able to get in to see specialists rather quickly. I spent the summer lining up visits with a cardiologist, pulmonologist, neurologist, orthopedist, physical, and speech and occupational therapists; visits to her pediatric eye surgeon, pediatrician, genetic counselor and virtual visits with the Rett Syndrome specialists in Norcross. I networked with other families who have children diagnosed with Rett Syndrome. We built a whole network of providers to support Charlotte and our family.

I started the process of applying for the Katie Beckett Medicaid Waiver, which included first getting a denial on the social security disability application. That application process was as difficult as any law exam I have ever taken, but our private insurance benefits were nearly exhausted for her, and we were only halfway through the year. Her medical claims submitted to our insurance in one year were more than \$135,000. We

► SEE PARENTING, PAGE 7



## Affiliate Spotlight

# Macon YLD



**Tiffany  
Coleman**

## Introduction

I am Tiffany Coleman. I am a native of Savannah, Georgia. I have lived in Macon for eight years. I have worked for the Social Security Administration's Office of Hearing Operations for almost 11 years. In my current position as Supervisory Attorney Advisor, I manage a team of legal assistants, attorneys, and paralegals. In my free time, you will find me cheering on the Georgia Bulldogs, reading or tending to my plants.

## What is your current position with the Macon YLD?

I am the immediate past president of the Macon YLD.

## Tell us why you think YLD affiliates are important.

I think YLD affiliates are a great way to meet other attorneys in the area. When I

moved to Macon, I did not know anyone here. Also, working for a federal government agency can be very isolating from the local bar. I found that participating in YLD events helped me to meet other attorneys whom I would never cross paths with otherwise. The YLD provides a bridge for networking, community involvement and making new friends.

## What were some of the highlights of your presidency?

The biggest highlight of my presidency was getting the Macon YLD events restarted after we shutdown our activities due to the pandemic. I was worried that we had lost contact with people or people would not want to participate once we started planning events; but we were able to get many of our prior members back into the fold, and we welcomed some new members as well.

## What were some events during your presidency?

The Macon Bacon baseball game, Halloween party, Christmas party and Habitat for Humanity events are some that come to mind.



The Macon YLD took a tour of the Middle Georgia Community Food Bank distribution center before a volunteer event.

## What was your most memorable experience as Macon YLD's president?

My most memorable experience was giving remarks on behalf of Macon YLD to the newly admitted attorneys at the annual swearing-in ceremony. It was refreshing to see how excited the new attorneys were to be officially sworn in. I enjoyed meeting them and talking about the benefits of being involved with the YLD.

## Do you have any advice for affiliate organization leaders?

My top advice is to make sure you have members on your executive board who are committed and consistent in their involvement to the YLD. I would not have been able to have all of the Macon YLD events last year without the help of my board, specifically our vice-president who was equally as committed to having a successful YLD year.

My other advice is to be flexible and have fun! YLD



Members of the Macon YLD at the site of a Habitat for Humanity build.

*Tiffany Coleman works as a supervisory attorney for the Social Security Administration.*

► PARENTING, FROM PAGE 5

started paying a private rate for her therapies. When her Medicaid approval letter finally came via mail, I cried in the driveway because I knew we were going to be able to take care of her medical needs now without becoming bankrupt. While I had passed the Georgia bar exam months prior, getting the Medicaid waiver approved was my finest accomplishment that year.

**BULL:** We just took on dealing with what we were given. But really, if she had been born 10 or 20 years earlier, the cardiac surgeries and eye surgeries she is getting now, probably would not even have been invented yet. *YLD*

Be on the lookout for parts 2 and 3 in upcoming editions of *The YLD Review*.

*Meredith "Merry" Layman is co-chair of the YLD Women in the Profession Committee.*

Officers' Block

# What's Your Fondest YLD Memory?



**RON DANIELS** | YLD PRESIDENT | EASTMAN

There are so many, but perhaps the best time I ever had was during the 2015 YLD Summer Meeting at the Ritz-Carlton Lodge at Lake Oconee. Oh, and throwing Elissa into the Atlantic Ocean.



**BRITTANIE BROWNING** | YLD President-Elect | Atlanta

My fondest memory from the YLD is Leadership Academy. It was an amazing chance to meet so many young lawyers around the state and develop relationships. I treasure those friendships still today.



**KENNETH MITCHELL** | YLD Treasurer | Decatur

My fondest YLD memory has to be our 2019 YLD Spring Meeting in Washington, D.C. In addition to the meeting, we visited the U.S. Capitol, toured the Georgetown area of Washington, D.C., and met D.C. attorneys with Georgia ties. We also had an opportunity to get sworn in before the U.S. Supreme Court.



**VERONICA COX** | YLD Secretary | Atlanta

During a Midyear Meeting, then-President Bert Hummel asked if we had any new members. Only one hand shot up, so Bert asked the brave soul to stand up and introduce himself. While he was speaking, Morgan Lyndall motioned to me that he was cute and apparently single. She was right, and that brave new member is now my husband.



**ELISSA HAYNES** | YLD Immediate Past President | Atlanta

My fondest YLD memory is the day I was accepted into the YLD Leadership Academy. That truly jump started my involvement and got me to where I am today. That, and Ron Daniels carrying me a mile on the beach and gently dunking me in the ocean to commemorate the end of my term as YLD president.



**JENA EMORY** | YLD Newsletter Co-Editor | Atlanta

My fondest YLD memory was my first Committee Chair Orientation. It was my first time on YLD leadership, and I loved learning about the organization. At the happy hour afterwards, Will Davis, YLD president at the time, told me YLD history and gave me insights into the organization that I still use today.



**VIRGINIA JOSEY** | YLD Newsletter Co-Editor | Macon

I am a proud graduate of the objectively longest and subjectively best YLD Leadership Academy Class. Our 2020 class survived the pandemic together, and I will never forget how.

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## Judicial Spotlight

# A Conversation With Chief Judge Jeff Hanson, State Court of Bibb County



**Mallory Fleming**

**Chief Judge Jeff Hanson has been on the bench at the State Court of Bibb County since 2013, when Gov. Nathan Deal appointed him to a newly created judgeship. Hanson grew up in Warner Robins. After graduating from the University of Georgia School of Law, he returned to Middle Georgia to work at the law firm of Sell & Melton. During his 22 years at Sell & Melton, he took on a wide variety of cases for both plaintiffs and defendants in the medical malpractice, probate, government entity and end-of-life decision-making fields. Today, he handles most of the State Court's busy civil docket, while dealing with the administrative duties of the chief judge position. He is also my boss, so I am grateful that he had time for this interview.**

Before he ascended to the bench, Judge Hanson was interested in becoming a State Court judge because the cases within the court's jurisdiction were the types of cases that interested him. When the Legislature created the new judgeship in Bibb County, people encouraged him to apply. He was surprised by how many people supported him for the appointment but attributes their support to his practice of treating other lawyers with respect. Hanson keeps a painting of a live oak tree in his office to remind himself that the practice of law is like the growth of an oak tree—remain steady and over time, your strengths will grow.

On the bench, Judge Hanson has a laid back demeanor, but aims to balance the litigants' feelings with judicial decorum and respect for the courtroom. He approaches his hearings with an open mind and a willingness to be persuaded by both sides. When he became a judge, he was surprised by how much more difficult it was to interpret the law as a judge than as an attorney. Attorneys

are advocates who can make a case fit their client's position. Judges have no interest in the outcome of the case, and they have a duty to figure out what the correct interpretation of the law is. Even after nine years on the bench, Judge Hanson never knows how he will rule on a case until he signs the order—he reasons through the case in his writing to reach the right result.

Judge Hanson had some advice for young lawyers writing and arguing their first civil motions: be willing to acknowledge your weak points instead of hiding them. He stated that a common problem in young lawyers' writing is that they find a good quote from a case but fail to address why that quote matters or why they win because of it. He emphasized that in analyzing cases or statutes in connection with a case, you should figure out what the law means and what its purpose is, then argue how that purpose supports your position.

For young lawyers preparing for their first jury trials, Judge Hanson advised that you should "prepare like crazy," but be willing to step away from your notes and trial preparation when the trial actually starts. Engage in the action going on in the courtroom and listen to the witnesses' answers instead of focusing only on what question you want to ask next. And be on your toes. Sometimes things happen in the courtroom that have a big impact on the direction of the trial, and you will miss them if you focus only on your notes.

Although the proverbial floodgates have now opened on lawyers requesting jury trials, Judge Hanson believes that some of the measures he implemented during the pandemic are here to stay. He conducts civil hearings on Zoom, which provides a convenient and efficient way to resolve motions without



Chief Judge Jeff Hanson, State Court of Bibb County

PHOTO COURTESY OF SUPREME COURT OF GEORGIA

making everyone come to the courthouse. To help resolve civil cases while jury trials were suspended, he implemented the Judicial Evaluation Conference (JEC). In a JEC, each party gives a summary presentation of their side of the case to a senior judge, and the senior judge gives a non-binding verdict. Judge Hanson found JECs helpful in leading parties toward settlement talks when trials were not available because the clients got their day in court and the attorneys received a monetary value to aid in discussions.

Judge Hanson is active in several legal and professional organizations in Macon, and he thinks that young lawyers should get involved in organizations where they can interact with older lawyers. In his spare time, he enjoys hiking, kayaking, playing pickleball, and "throwing things" like boomerangs, frisbees and baseballs. YLD

*Mallory Fleming is a clerk for the State Court of Bibb County. She is also co-chair of the YLD Judicial Law Clerk Committee.*



# Tips and Tricks for the Successful Law Clerk



**Siena  
Gaddy**

**So you have graduated from law school,** studied for and successfully completed the bar exam, and now you are entering your first job. If you are lucky enough to begin your legal career working for a judge, whether at the state or federal level, congratulations! Serving as a law clerk provides the unique experience of peeking behind the curtain—you will have the opportunity to not only see the inner-workings of the legal system, but to contribute meaningfully to that system. In addition, as a clerk, you will learn intricacies of procedure and sharpen your legal writing skills. Finally, clerks are exposed to various areas of law. If you have not yet determined which practice area you would like to enter, you now have the opportunity to observe attorneys and perform research, which may assist you in making such determination.

As a law clerk, your judge is both your client and your senior partner. Meeting expectations can be challenging; the YLD Judicial Law Clerk Committee is here to help you meet and eventually exceed those expectations. In this three-part series, we will share best practices and address common questions and issues that may arise as you transition into your clerkship. As your YLD Judicial Law Clerk Committee co-chairs, we intend to serve as a resource—consider us your informal mentors.

In this first article of the series, we discuss some reminders, basics, and tips for your first few months on the job.

## Decorum

We will make this one quick—if you are privileged enough to serve as a law clerk, consistently remind yourself of that privilege. You were hand-selected by your judge to represent their chambers. Thus, your actions are an extension of the court. Conduct yourself accordingly.



**Mallory  
Fleming**

## New Beginnings

Most of you will be beginning a brand-new role with a brand-new boss, but even those of you who worked for your judge during law school should treat this as a new beginning. First, familiarize yourself with the court schedule. You will likely notice a pattern (i.e., criminal arraignments every Friday morning). If you are having trouble making sense of how matters are scheduled, talk to your judge's career law clerk, courtroom deputy or calendar clerk.

Once you start to understand the day-to-day of chambers, we suggest that you attend everything. Be it status conferences, hearings, jury selections, or trials—if court is in session, you should be present! While your judge may not need your assistance on routine matters, observing proceedings early on will help you better understand courtroom procedures.

While you are observing proceedings, we suggest getting to know your coworkers. This includes other law clerks, as well as bailiffs, court security officers, case managers, calendar clerks, and of course, other judges. Introduce yourself and start to build relationships among those working in the courthouse. These folks will be valuable resources during your clerkship and beyond. Imagine yourself five years from now, in practice, gearing up for a big trial and returning to your former workplace. Seeing some familiar faces and receiving a warm “welcome back” may alleviate some pre-trial jitters!

## Preparing for Hearings

Your judge is busy. As a law clerk, it may be your responsibility to conduct research on a specific issue prior to a hearing or to prepare a memorandum that your judge can reference while on the bench. If your



**Catie  
Blackwell**

court holds mass calendars, you may also be required to summarize and forecast issues within all matters to be heard on a given day. Discuss with your judge their expectations regarding hearings. Take notes during this conversation and ask questions to clearly understand the assignment. You may also ask for a go-by, an example from which you can model your work. These tasks may take a bit of time, so be sure to begin well in advance and submit your findings promptly. A memorandum summarizing and discussing a discrete issue or area of law may be very helpful to your judge, but its value is diminished if it not presented well in advance of the hearing.

We suggest assigning yourself a deadline—and sticking to that deadline. Some best practices include: (1) set your deadlines as appointments or meetings in Outlook; (2) track your assignments and important matters on an Excel spreadsheet; (3) hand-write all important dates and deadlines on a desk calendar; and (4) include your judge in your artificial deadlines and check in with your judge often.

## Conclusion

While your clerkship may feel overwhelming at times, remember that you were selected for a reason. Allow yourself some grace. As your Judicial Law Clerk Committee co-chairs, we are also here to support you in any way we can. Do not hesitate to reach out if you need any of us. YLD

*Siena Gaddy is a judicial law clerk for the U.S. Bankruptcy Courts and an adjunct professor at Mercer University Walter F. Georgia College of Law.*

*Mallory Fleming is a clerk for the State Court of Bibb County.*

*Catie Blackwell is a staff attorney for the Superior Court of Cherokee County.*

## Committee Spotlight

# YLD Inclusion in the Profession Committee



**Chanel  
Chauvet**



**Mishael  
Najm**



**Essie  
Lazarus**

**The YLD Inclusion in the Profession Committee** focuses on promoting the participation, inclusion, representation and retention of young lawyers (age 36 and under) from diverse and historically underrepresented groups. To that end, the committee offers programming initiatives, social events, support and resources to diverse young attorneys in Georgia to encourage equality and access to resources among young lawyers of today and the leaders of tomorrow. *The YLD Review* has chosen to highlight this particular committee given its extensive and significant contributions to the Georgia community over the last two years, some of which are described in this article.

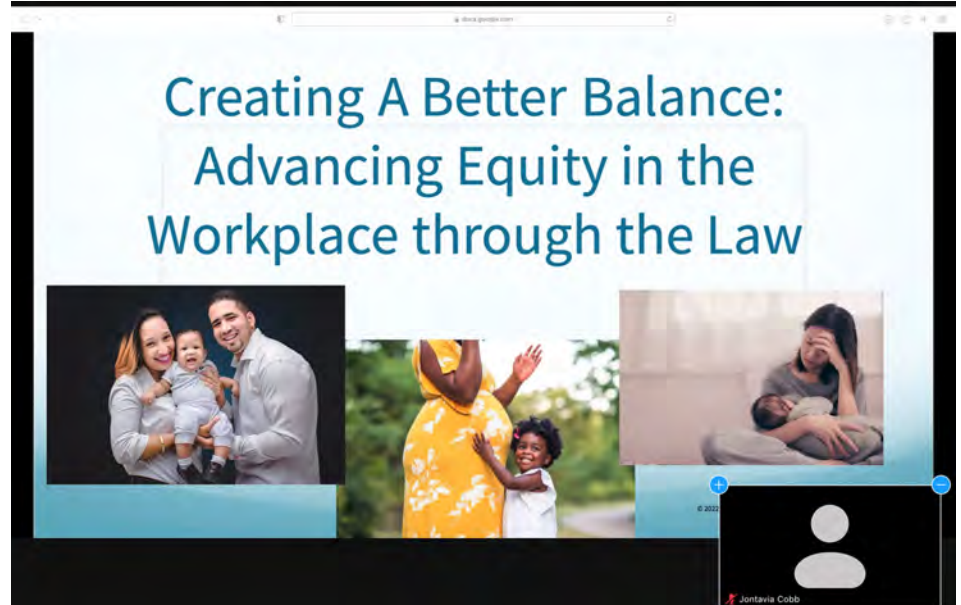
Committee Co-Chairs Chanel Chauvet and Mishael Najm have served for the last two years, and during the 2021-22 Bar year, they welcomed Essie Lazarus as a third co-chair. In working together, the co-chairs have developed a series of initiatives and events over the past year to advance the committee's mission.

## "The Great Migration"

The first event, "The Great Migration" was a Zoom presentation delivered by immigration lawyer Lana Joseph, who shared her perspective on the ground at the United States-Mexico border with Haitian and Hispanic migrants and the impact of immigration in Georgia. Chauvet is of Haitian and Cuban descent, so this was an issue that she held close to her heart, and as such felt the need to rally the Georgia legal community to come to the migrants' aid in avenues that Joseph identified in her presentation.

## Mentorship

Mentorship was also a core theme of the committee this year as it worked in con-



SCREENSHOT COURTESY OF THE AUTHORS

junction with the Big Brothers Big Sisters of Metro Atlanta (BBBS) organization to create a pipeline for diverse YLD members, as needed by the organization given its pool of mentees, to mentor Atlanta youth. Mentoring culture is particularly important in driving and sustaining a culture of diversity and inclusivity, and it can help build cultural competency by creating familiarity and understanding, which may help bridge differences generally. In engaging BBBS, the committee laid the foundation and social structure necessary to develop this culture and competency with students, primarily interested in pursuing a legal career. After an initial orientation, the committee secured eight YLD members for BBBS who began the six-month application, interview and background check process.

## Black History Month

Black History Month has been the peak period for the committee over the last two

years given the large African American lawyer community in the state of Georgia, which comprises part of just 5% total of African American lawyers in the entire country. This year, the committee focused on the health and wellness of participants by hosting a one-hour beginner "Yoga from Home" event delivered by instructor Leana Marshall in celebration of Black History Month. The class was intended to nourish the body and spirit and included soulful music and mindfulness to celebrate and highlight Black historical figures.

## Women's History Month

In recognition of Women's History Month, the committee hosted a Lunch and Learn entitled "Creating a Better Balance Advancing Equity in the Workplace Through the Law." Kameron Dawson, staff attorney at A Better Balance, shared information concerning the development of workplace policies, such as paid family leave, pregnancy and lactation,

accommodations and paid sick time, which help to advance racial and gender equity in Georgia, especially for women.

### Fair Housing Act

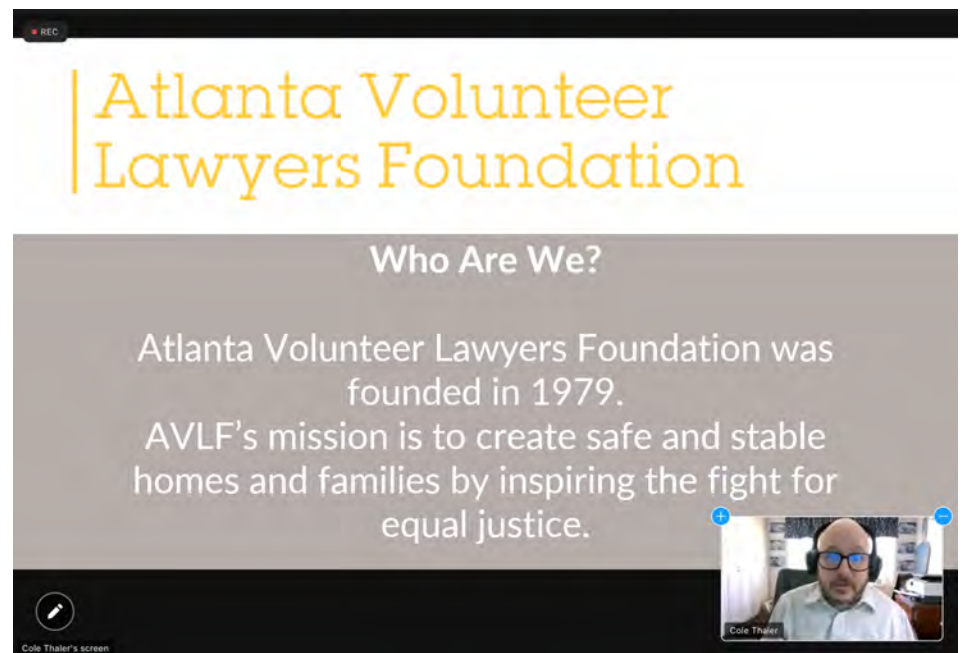
On April 7, in honor of the anniversary of the Fair Housing Act, Cole Thaler, attorney and co-director of Safe and Stable Homes Project of the Atlanta Volunteer Lawyers Foundation, discussed the history of affordable housing in Atlanta including the impact of racism against primarily African American communities over the last 50 years, the effects of gentrification on formerly affordable Atlanta neighborhoods and the core protections offered by Georgia law. While the prospect of affordable housing seemed bleak, Thaler assured the Georgia community that his organization is remaining vigilant in advocating for historical and underprivileged communities.

### Diversity and the Judicial Bench

On June 8, the committee hosted another Lunch and Learn on diversity and the judicial bench. Attendees were able to learn about the personal journeys of Hon. Kellie Hill and Hon. Angela Brown, the first African American judges on the bench of the Superior Court of Cobb County. Notably, Brown joined the committee at its social event in honor of Juneteenth and Pride Month at a Braves baseball game. The committee provided 15 free tickets, which included meal vouchers to the game.

### Golf Clinic

To conclude the co-chairs' tenure, they hosted a Golf Clinic at SugarCreek Golf Course led by instructor Patrina King, owner of Golf Women Mean Business. This



event was held in conjunction with the YLD Women in the Profession Committee. The first 20 participants to register received free entry. In the clinic, participants learned the basics of golf, practiced on the range and networked with their fellow colleagues. Golf is considered a critical component of the legal profession, so it is important to develop this competency as a means of advancing one's career.

### Mission Accomplished

Overall, the co-chairs have considered it an honor and a privilege to serve the Georgia community in this capacity through the Young Lawyers Division. For two years, they have worked to deliver resources, information and activities to promote the inclusion and retention of diverse lawyers in the Georgia legal community. Given the

committee's contributions to the Georgia community over the last few years, we would consider their mission accomplished! While they are sad about stepping down from their roles given the two-year term limits, they will continue to support the committee's mission and are hopeful and confident that the next set of co-chairs—Meghan Aubry, Joy Bonner and Jennifer Lee—will continue the committee's excellent trajectory. *YLD*

*Chanel Chauvet is an international lawyer working within the Legal Frameworks team of PNNL's Global Security, Technology and Policy division as a Nonproliferation Policy and Law Analyst.*

*Mishaal K. Najm defends insurers and businesses alike in matters related to commercial litigation and insurance coverage at Swift Currie.*

*Essie Lazarus is a staff attorney at the Superior Court, Douglas Judicial Circuit.*



# The More Things Change, the More They Stay the Same



**Samuel M.  
Lyon**

**Let us get this out of the way; everybody**—lawyers and non-lawyers alike—has been impacted by the COVID-19 pandemic. We have lost friends or family members. We have lost valuable years with loved ones due to travel restrictions or lost job opportunities to office closures. We are all acutely aware of the struggle, the pivoting and the change the pandemic has had on our lives. I do not need to re-tread ground that is so thoroughly tread upon already. Rather, this is an article, now that we are in what seems to be the final stretch (fingers-crossed, knock-on wood, salt over the shoulder, please let this be the end of it), about what things can look like in our profession going forward.

Take this with a grain of salt. I am but a 2020 law school graduate, firmly positioned as the second lowest member on the legal totem pole. I had the fortunate (or unfortunate, depending on who you ask) experience of taking Georgia's first remote bar examination. Of course, that experience was rife with changes neither I nor my classmates could have anticipated. Thankfully, without treading on sensitive ground, I can safely say that the bar examination portion of my life is, at least for the time being, behind me. I have, alongside the class of 2020 and the class 2021, transitioned happily from law student to associate, where case briefs and final exams are replaced with billable hours, deadlines and managing partner expectations. It is everything that it was promised to be, and it is great. I would not have it any other way.

But even in my limited time practicing law, I have noticed a distinction between those attorneys who have learned to adapt to the "new normal" and those that are beholden to the "before times." That brings me to the future of our profession—should we,



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collectively, revert to a pre-COVID era of practicing law?

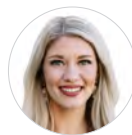
I do not think that we should revert to a pre-COVID era of practicing law, especially if that era is centered around in-person proceedings. Having taken remote and in-person depositions, and having successfully mediated cases in both formats, I have not found in-person events more beneficial than remote ones. To the contrary—being remote allows counsel access to their full support staff and a setup they are used to, and it saves clients costs on travel expenditures; it saves each party a portion of costs associated with using a physical space. The ability to—on the fly—create an exhibit to highlight a point or go down an unexpected rabbit hole with a deponent necessarily requires the help of my support staff and my in-office setup. Were the proceeding in-person, it would be a more arduous process, and in

some cases, would not be an option at all.

On the other hand, the only benefit to in-person depositions and mediations, and I use the word benefit loosely, is that they tend to lead to a less comfortable situation for deponents and attorneys. That could lead to a better deposition or better results at mediation, but frankly speaking, I do not see these benefits having any tangible effect. While a deponent being uncomfortable may lead them the misspeak in the taking party's favor, it has been my experience that any competent counsel will cleanup the mistake, so to speak, on cross examination. Very rarely is there an unrecoverable gotcha moment at an in-person proceeding. Real life is not an episode of Columbo. Does failing to get those soundbites make me a bad litigator, or does the linear resolution made available through virtual depositions make me a pragmatist? I am sure that will

Anonymous Article Series

# The Great Resignation



Virginia  
Josey



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be decided in the years to come. Either way, I think that even those beholden to the old ways cannot deny that remote proceedings have made things more accessible and cheaper for their clients, and have allowed attorneys to be more reactionary than ever in addressing unexpected arguments. These are, for the most part, good things.

However, even with the benefits of remote proceedings, I understand that this profession is steeped in great traditions not easily changed. As they say, the more things change, the more they stay the same. I doubt I will participate in more than a handful of remote trials. I fully expect to be taking more in-person depositions than remote depositions in the years to come. Even so, I hope I am still able to participate in some remote proceedings. I firmly believe that the skills honed in remote proceedings are different than those used at in-person events, and that using a different skill set makes each of us a better attorney.

It is up to us, individually and collectively, to recognize the value of the last two years and decide whether those skills have value worth protecting. If they do, I hope to see some of you, remotely, of course, in the next few years. If not, let us get lunch and reminisce about when we did not have to sit through traffic to do what could have been just as easily done over Zoom. YLD

Samuel M. Lyon is an associate at Swift, Currie, McGhee & Hiers.

**The YLD benefits from the support of its members.** This support can come from all facets of life during our service as young lawyers. During these years, so many critical parts of life take place. Some of us grow our families. Some of us experience grief. Some of us enjoy our practices and some of us decide to change employment.

For this issue of *The YLD Review*, we asked for anonymous submissions from YLD members that decided to change employment. While many members decided to abstain out of concern about anonymity, we received this very relatable submission.

**Inflation.** All politics aside, we can all agree that objectively prices are rising. In this challenging time, firms have to decide the value of their employees. Are they worth the compensation necessary? Should they trade in for a cheaper model? Check out your fellow YLD member's experience listed here.

## Why did you leave your job?

Inflation has caused the cost of living to continuously go up. By contrast, my wages and salary have not. Considering that I have always had issues with training and compensation, I made a decision that allowed additional financial security. My mother

often says how surprised she is about the issues lawyers have regarding compensation in light of our education and degree; but in this economy, it is a common problem.

## Did the Great Resignation encourage you to leave your job?

Not entirely. The reason I made the decision was purely the change in the economy. Changes in the economy caused me financial issues as a result. I had to make a decision in my best interest.

## Was it easy to find a job?

It was easy to find a new job. But it comes with a caveat. You can find a job, but is the compensation right? The answer is sometimes "no." Jobs are out there, but is the job going to be gainful or fruitful when you face lower salaries or less generous benefits? Sometimes the answer to that question is also "no." YLD

*If you have an article you would like to submit anonymously on this topic or any other topic, please send it to [theyldreview@gmail.com](mailto:theyldreview@gmail.com).*

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

# Managing Your Docket (and Your Schedule)



**Megan B.  
Kelley**

**As our world slowly returns to “normal,”** we are all busy. Some days it may feel like there are not enough hours in the day to really make those hours count. Here are some tips to help you get ahead of your schedule and better manage your life.

## Managing the Docket First

For many of us, work comes first. It is where you spend the bulk of your day, hopefully (mostly) satisfied or happy. Getting ahead of your docket will really help you get ahead of your schedule and better manage. When I worked in prosecution, I made every effort to pull dockets two to three days in advance, that way, if time permitted, I could see what types of cases would be appearing and get ahead of any issues or put cases to prepare that would take longer (e.g. larger or very old files) on the top of my to-do list. While most of us in this situation are in court three to four days per week and cannot fully prepare dockets days in advance, seeing the list and knowing what your schedule will look like is very helpful. The docket, or court calendar, depending on where you are, is the largest part of your schedule. This is where you will determine where you need to be at what time the next day and perhaps how long you may need to prepare your files. As an aside, it was helpful to me to make my case notes in writing on larger dockets to save time and not have to deal with possible computer issues. It was also very satisfying to shred completed dockets at the end of the day. Another great tip I learned from a professor a long time ago was to pick a certain time in the afternoon to respond to all calls from the past 24 hours. It is distracting to answer calls and emails throughout the day when you are trying to focus on larger tasks such as case preparation, writing briefs, or work projects.



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If you are a newer attorney, your workday may be longer for a little while as you “learn the ropes” and that is OK too. The other things you would like to do should come back on your schedule sooner rather than later.

## Managing Life Outside of Work

After 5 p.m., or in the late evening, depending on the type of law you practice and your firm’s culture, you have a few hours of options. It is important you take time for yourself and/or your family and perhaps schedule an hour or two a week to eat dinner and relax or enjoy it with your family and spend time together. Many of us would like to eat dinner with our families every night and make a commitment to family time, while a lot of us also value me time and enjoy going to eat alone every now and then or just driving through for that cheat meal. Most of us also have many other obligations, such as child care or pets that we need to prioritize after work. For some attorneys, hitting the pavement for a run or the gym after a tough day for an hour or so is a must. Remember to take time for yourself and the things you value. The old adage comes to mind, “You cannot pour from an empty cup.”

## Everything Else

For a lot of us, service and involvement in the community are very important. Perhaps it is also important in your firm’s culture. If it is and you are, for example, placed on a committee to help with something, prioritize it right after work or as soon as you can get back. This is not only to look good for your employer but to make connections in your firm around causes you care about. Some employers even encourage these types of meetings during breaks in the workday so you can meet people and maximize volunteer impact.

## Saying No

Sometimes, you really just do not have the time to commit to another project or community program, and you have to say no in order to keep the other things you do properly prioritized. That is OK. Understand it is also OK to let go of committees that you have served well in the past and let others take the lead when you no longer have the time or space in your life where you feel the need to continue. Read that again. It is OK to cut back and quit. Many of us feel extreme guilt with this while our purpose is now elsewhere. If you have been a dues



paying member of a committee or club for a while and are no longer getting something out of it, save yourself the money and more importantly the time so you have room in your schedule to commit to things that interest you now. Our interests change and grow over time.

#### Relax More by Planning Ahead

While your docket might be your most obvious “to-do” for the next day, sometimes it helps to plan out your week or month (as much as you can) in advance. Add events to your calendar and stick to these commitments until the time you find these commitments no longer serve you (and then give a few weeks’ notice before you plan to no longer show up!) I have heard from many people making a list of tasks facing them the next day helps them to sleep. At one time (before I started cutting things that no longer served me), I worked off three calendars per day—a work and social calendar; a social/volunteer calendar; and, a calendar for everything else (often these were lists of dates provided by various organizations I was or am currently heavily involved with that I would just scribble on). Making and sticking to a calendar will help you see the time you have in your day for everything—most importantly, you will begin to see time for yourself. YLD

*Megan B. Kelley is an attorney in Columbus, Georgia. She also represents the Middle District on the YLD Representative Council.*

# JUDGES NEEDED

## National Moot Court Region V Competition

Nov. 18-19

Richard B. Russell Federal  
Building | Atlanta, GA

Join your fellow YLD members and other accomplished jurists in judging law students as they compete in the National Moot Court Region V Competition. Sign up for one or more slots here. The problem and bench brief will be emailed to you closer to the competition date.

#### MORE INFO

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# Five Common Ways Local Governments Borrow Money



**Stephen Swinson**

Local investments in schools, hospitals, roads, public utility systems and other infrastructure provide the foundation for a vibrant economy and high quality of life. Local governments frequently need to issue debt in order to make projects more affordable and reduce budgetary pressures. Georgia law limits the ways in which local governments can borrow money. For example, the chairman of the Board of Commissioners cannot walk over to the local bank and mortgage the courthouse to finance the county's infrastructure projects. Although it is not easy for local governments to borrow money, Georgia law does provide for a number of financing mechanisms. In this article, I outline the five most common financing mechanisms utilized by local governments to borrow money to finance projects.

## 1 General Obligation Debt

General obligations are debt, usually but not necessarily taking the form of bonds, made by a county or municipality representing its full faith and credit and backed by its ad valorem taxing power. General obligation bonds are normally used to construct non-revenue producing projects such as courthouses, jails, libraries and roads, as well as other projects which cannot generate enough revenue to be self-liquidating. A general obligation bond referendum must be conducted by the county's elections superintendent in the same manner as a general election and the voters must approve the general obligation debt prior to the issuance. There are many conditions, requirements, and deadlines which must be complied with for general obligation bond referendums to be properly called, noticed and held in accordance with Georgia law.



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Georgia law permits local governments to refund general obligation bonds without the necessity of an election provided that neither the term of the original debt is extended nor the interest rate of the original debt is increased. Proceeds of the refinancing must be used solely to retire the original debt and pay costs associated with the refinancing.

General obligation debt may also be issued in conjunction with the imposition of a Special Purpose Local Option Sales Tax (SPLOST). This type of debt is usually issued in the form of general obligation sales tax bonds. General obligation sales tax bonds are payable first from SPLOST receipts. Such debt, however, constitutes a pledge of the full faith, credit and taxing power of the county or municipality. Any liability on the debt which is not satisfied from the proceeds of the sales tax must be satisfied from the general funds of the local government and ad valorem taxes would have to be levied if and to the extent SPLOST receipts are not sufficient to pay debt service on the bonds.

The advantage of general obligation sales tax bonds is that they allow for local

governments to commence SPLOST projects promptly after the authorization of the SPLOST instead of waiting for sufficient SPLOST receipts to be collected before beginning work on the projects. The SPLOST statutes and procedures are complex, and various steps must be taken by local governments to properly authorize the issuance of general obligation debt in conjunction with the imposition of a SPLOST.

## 2 Revenue Bonds

Any county, municipality or other political subdivision may issue revenue bonds as provided by general law. The general law provisions governing the issuance of revenue bonds are contained in the Revenue Bond Law of Georgia, O.C.G.A. § 36-82-60 through § 36-82-85, as amended. Revenue bonds are not general obligations of the issuer. Rather, revenue bonds are payable solely from revenues of the undertakings for which the bonds were issued that are pledged for that purpose. Local governments have the ability to issue revenue

bonds for a variety of potentially revenue-producing undertakings such as the acquisition, construction and reconstruction, improvement or extension of water and sewer systems, gas or electric generating and distribution systems, public parking areas and buildings, causeways, highways, bridges, jails, and a host of other projects. In most cases, the issuance of revenue bonds does not require an election, but rather may be authorized by resolution of the governing body of the local government.

### **3 Intergovernmental Contract Revenue Bonds**

Counties and municipalities may have available a local authority with power to issue revenue bonds on their behalf. The powers of particular authorities are sometimes unique and frequently limited, so that legal counsel should be consulted to determine what type of projects the authority is permitted to finance. Under Georgia law, counties and municipalities may contract for any period not exceeding 50 years with any public authority for joint services, for the provision of services or for the joint or separate use of facilities and equipment, provided such contracts deal with activities, services or facilities that the contracting parties are authorized by law to undertake or provide. When permissible, the authority can enter into an intergovernmental contract with the county or municipality, and together engage in intergovernmental contract revenue bonds, without the need to have a referendum.

### **4 Lease-Purchase Financings**

Lease-purchase financings are a mechanism for local governments to acquire real property or personal property (such as vehicles and equipment) by making installment payments over the full term of a contract for the use and acquisition of the property. These financings are commonly facilitated through an installment sale agreement or a lease-purchase agreement as the primary financing document. If the payments are made in full at the end of the contract, the

local government will own the asset free and clear. The contract must not bind the local government for a period in excess of a calendar year, but may provide for automatic renewal unless positive action is taken to cancel it. Georgia law sets forth a number of conditions, requirements and limitations that must be complied with for lease-purchase financings to be valid. One important limitation is that no such lease or contract can be entered into for any purposes which were the subject of a defeated referendum in the previous four calendar years. Lease-purchase financing can sometimes be structured through the use of Certificates of Participation or "COPs". This method typically involves a nonprofit organization serving as lessor of the leased property, the local government serving as lessee, and a lender or lenders which purchase the lease or fractional interests in the lease.

### **5 Tax Anticipation Notes**

Counties and municipalities often use temporary loans structured as tax anticipation notes to provide temporary financing for operating expenditures until taxes are collected. Georgia law authorizes counties, municipalities, or other political subdivisions of the state of Georgia to incur debt by obtaining temporary loans in each year to pay expenses, provided that (1) the aggregate amount of all such loans do not exceed 75% of the total gross income from taxes collected in the last preceding year, (2) such loans are payable on or before December 31 of the calendar year in which such loans are made, (3) no such loans may be obtained when there is a loan then unpaid obtained in any prior year, and (4) the aggregate of any such temporary loans or other obligations for current expenses must not exceed the total anticipated revenue for such calendar year.

Tax-Exempt Status of Government Debt. One common misconception about government debt is that any debt issued by a governmental entity is "tax-exempt". Government debt is not automatically tax-exempt debt. The Internal Revenue Code

of 1986, as amended, sets forth numerous requirements that must be met for interest on bonds and other debt issued by local governments to be and remain excludable from gross income for purposes of federal income taxation. Non-compliance with such requirements may cause interest on government debt to be included in gross income for federal income tax purposes retroactively to the date of issuance. In this regard, prior to a local government issuing debt, attorneys for local governments should engage a bond counsel to help structure the financing and provide guidance on the requirements of the Internal Revenue Code that must be satisfied subsequent to the issuance of debt in order that the interest thereon be and remain excludable from gross income for federal income tax purposes.

Although there are a number of financing mechanisms available for local governments to borrow money, the issuance of government debt is subject to numerous state and federal rules and regulations that are not addressed in this article. For example, Georgia law sets forth various parameters applicable to different types of debt which must be complied with including limitations on the amount of direct debt local governments can incur, the financing terms and duration of the debt, and the types of projects that can be financed. Some forms of debt require referendums or public hearings to be held prior to issuance, and in most circumstances government debt and the security therefore must be validated by the Superior Court. Additionally, upon the issuance of debt there are a number of post-issuance responsibilities that local governments must comply with, including continuing disclosure obligations for publicly offered bonds. Prior to financing any projects, government officials should seek and take the advice of their local attorney, bond counsel, and knowledgeable financial professionals to find the appropriate mechanism for financing needed projects. YLD



# How to Navigate a Career Change With Confidence: Get Your Mindset Right



**Nkoyo-Ene R. Effiong**

If you are like many young lawyers, you have probably had a moment where you thought about changing jobs or even changing your career.

You are not alone.

Whether it is a partner or associate making your life a living h\*!!, or the work itself bores you to pieces, know this: you can create your dream career. With the right mindset and a solid plan, you can fall into the work you enjoy.

In this two-part series, I will share my top 10 tips for navigating a career change with confidence. Part 1 will focus on some of the inner work you need to do to position yourself for a successful career transition. Part 2 will offer steps you can use to navigate the logistics of your career change.

Changing careers with confidence requires you to be honest with yourself about who you are, who you want to become, and what you are seeking from your career. Your definition of success, your view of work-life integration, and the tradeoffs you are willing to make are uniquely personal to you. There are no right or wrong answers. Only clarity. Clarity is the best gift you can give yourself.

Below are five actionable steps you can take to gain more clarity for yourself.

## 1 Master your Mindset

*“Whether you think you can or you think you can’t, you’re right.”—Henry Ford*

Thoughts become things. As the CEO of your career, your thoughts set the tone. Therefore, you must mind your thoughts. Thoughts over time become beliefs that shape your mindset. Your mindset—a set of beliefs that shape how you make sense of the world and yourself—is often a more significant predictor of your success.



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Confidently navigating a career change requires you to consistently fill your mind with thoughts that benefit you and align with your desired outcome. Even with the best transition plan or an amazing recruiter, you will struggle if you do not believe you can (and will) find your ideal role.

Start filling your mind with the positive goodness it needs to overcome any rejection, confusion or delay.

## 2 Assess Yourself

*“To know thyself is the beginning of wisdom.”—Socrates*

Successful career transitions come from understanding yourself first. Not everyone thrives in the same environment. Thus, it is to your benefit to understand what you need to show up as your best professional self. Being clear about your likes and dislikes, strengths and areas for growth will help you find the best role for you. There are several exercises you can do learn more about yourself. You can take personality tests, conduct a self-audit of your interests, skills and experiences, or record your mood throughout the day to see what tasks boost or drain your energy.

## 3 Define the Ideal Role for You

With more self-awareness, it is time to hone in on your ideal role. Navigating a career transition is as much about avoiding aspects of the work and environment that you dislike as it is about finding the right mix of things you enjoy. To help you define your ideal role, fold a paper in thirds and make three lists. One list of things you hate about your current role. One list of things you love (or at least like) about your current role. One list of achievements or experiences you desire in your career. Not only is this therapeutic, but it will also help you identify trends that will lead you to be more or less satisfied with a role. Different roles lend themselves to various personal and professional opportunities. Do not just run from what you do not want. Expand possibilities by attracting the experiences you want.

## 4 Confront Your Worst-Case Scenario

We have to discuss it. This four-letter word keeps most of us from living the unhindered life of our dreams.

Fear.

The 800-pound elephant in the room.

## A Day in the Life

## New Insurance Defense Associate



**Collin Summerlin**

Fear has kept an unprecedented number of people from pursuing more fulfilling careers. It does not have to stop you. Fear-setting is the practice of listing out the worst thing that can happen if you take a particular action and determining what steps you would take to repair the damage or get things back on track. Confronting your fears often makes them less daunting and allows you to be a proactive and intentional decision-maker throughout your career transition journey.

### 5 Tune Out the Noisy Naysayers

*“Never let other people’s opinion of you determine your destiny.”—Les Brown*

When you share your decision to transition from your current role to another one, you will receive (unsolicited) advice and opinions. This is especially true if you determine that the practice of law is no longer for you. If you find yourself being swayed by other people’s opinions, first, you are human. Second, go back to the work you did in the earlier steps. Trust yourself.

If you find it hard not to solicit or entertain the feedback of others, make a list of up to six people whose opinions you will consider. Choose someone who is committed to your success and someone who has successfully navigated a career change. Lastly, do not forget to include yourself. Your opinion matters as well.

“Your time is limited, so don’t waste it living someone else’s life. Don’t be trapped by dogma - which is living with the results of other people’s thinking. Don’t let the noise of others’ opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition.”—Steve Jobs

Tune in for Part 2, where we will discuss the tactical aspect of navigating your career change with confidence. YLD

*Nkoyo-Ene R. Effiong is director of the Law Practice Management Program at the State Bar of Georgia.*

The day begins, as it often does, with my dog, Hazel, nuzzling me awake at around 7 a.m. I turn off my 7:15 a.m. alarm and take Hazel outside before returning inside to have some coffee and a light breakfast. I get dressed and am out the door a little after 8 a.m. Atlanta traffic is relatively kind today, and I am at my desk at around 8:50 a.m.

I send out a few emails and spend the rest of the morning putting together a draft answer for a case I have recently been assigned. A light amount of research is needed, but an hour or so in Westlaw and the case file clears things up. At noon, a more senior associate stops by my office and invites me to go with her to a welcome lunch with a freshly hired new associate. I grab my jacket and head out with her, the new guy and one of the other newer associates. We opt for the tasty Mexican restaurant in the lobby of the building, have an excellent lunch, and head back up to resume work just past 1 p.m.

This afternoon it starts with some document review, as I am in the midst of discovery in two document heavy cases. I am still getting the hang of the review software, but I still make my way through a good chunk of documents and have solid privilege logs coming together. Opposing counsel on one case contacts me to schedule some depositions, and we settle on some agreeable dates in July. At about 3 p.m., my partner sends me over a few research questions that require attention, so I shift into resolving them. I find what I believe is the correct answer to the questions, email my partner a response, and then return to my document review until 5:15 p.m.

I gather my things and head out of the office. Traffic going home is a bit less kind than it was this morning, and I get home in



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about an hour. My fiancée and I have recently moved to a new home, so we spend a couple of hours this evening sorting out a few things around the house, Hazel following us everywhere. We take Hazel on a quick walk around our neighborhood, and then scrounge up some dinner out of leftovers in the fridge at around 8 p.m. After dinner, we settle in for some TV. I log most of my time immediately after completing a task, but I keep a running log of my document review time to bill all at once at home. I handle some billing as we catch up on Netflix.

The art of billing is still a bit of a mystery to me, but I have picked up some good habits from my colleagues so far, and I feel satisfied with the state of my time entries at about 10:30 p.m. I spend a while hanging around the internet and gaming with a few friends, shower and then head to sleep at about 12:30 a.m. YLD

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# MIDYEAR MEETING

Jan. 6-8, 2023

The Westin  
Buckhead Atlanta