

BAR BULLETIN

November - December 2023

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NORFOLK & PORTSMOUTH
BAR ASSOCIATION



President's Message

By Kellam T. Parks

We've reached the holiday season and are rounding out 2023, with the associated business and family gatherings adding yet more events into our packed schedules. Practicing law is a time-consuming endeavor at any level and, for those of us who own/run a law firm or even those that manage other attorneys/staff, the work seems endless. Since starting our firm in 2012 I have spent a great deal of time learning as much as I can about how to manage all the tasks that need addressing – how to be a better leader and be more efficient to allow the time to devote to my firm and, importantly, my life outside of work.

A lot of attention has been spent on mental wellness in our profession and for good reason. I strongly feel that for all the good work that is being done to treat the effects of the pressures of the practice of law, a more effective approach is to address the root causes themselves. I've been fortunate to be part of many groups of fellow law firm owners and exposed to thought leaders across different industries who have found ways to successfully manage these stressors.

In the remaining President's Messages of my term, I will share the top things I've found most impactful in addressing these concerns we all face with the hope that they may be of similar value to you. I'll start this month with a high-level concept and what I believe is the most important – purpose.

What I mean by "purpose" is determining what you want to accomplish. What are your goals? I spent the better part of my early career doing the work of a lawyer. I had cases, mostly assigned, and did whatever was needed for those cases. I never gave much thought to myself beyond wanting to do a good job, get paid well and perhaps advance in the law firm where I was employed. Looking back at my 25-year-old self entering the practice of law, I wish I had taken more time considering what I ultimately wanted to accomplish. Without a well-defined goal, how are you going to reach it? I believe that having a clear vision of what you want to achieve is of paramount importance. You can then plan steps to reach the goal. To paraphrase Lewis Carroll, "If you don't know where you're going, any road will take you there." I encourage you to think about what your ideal professional life looks like; everyone is unique and has a different definition of what being fulfilled means for them. Whatever it may be, identify it and then start working toward achieving it. I can share that, once I figured out my "why," which was running a law firm, the long hours became easier. I am more often energized than drained. So, as we head into 2024, find your "why."

In my next President's Message, I'll address my most important transformative practical tool – time management.

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UPCOMING EVENTS

YLS Breakfast with the Bench | 11/30/23 7:30 a.m.
Holiday Party | 12/7/23 5:30 p.m.
Monthly Luncheon | 1/18/24 12:00 p.m.
2024 Bench Bar Conference | 4/11/24

NPBA UPDATES

I had the honor of being part of the portrait unveiling of the Honorable Junius P. Fulton, III on Nov. 9. As I shared in my remarks, though we miss his keen mind and wisdom in the Norfolk Circuit Court, the Commonwealth is fortunate to have Judge Fulton continuing to serve on the Court of Appeals. It was a well-attended event, and we'll share photos in the next Bar Bulletin.

The NPBA had its November luncheon on Nov. 16, during which the Norfolk Botanical Garden spoke about the Garden of Tomorrow, the Dominion Energy Garden of Lights and other fascinating projects. Following the lunch was our usual free CLE – a discussion of Virginia's Sexually Violent Predator Civil Commitment Act.

We had our annual Young Lawyers Section (YLS) Fall Reception on Oct. 29 at Judge Hall's lovely home. We thank her for her usual generosity of her time and the venue. The NPBA Mentorship Program was formerly launched, and I'm pleased to say many of the mentees and mentors were able to connect at the event. I encourage those who haven't yet signed up for the program to consider doing so. I've already connected with my mentee and look forward to the year ahead in the program.

Lastly, our annual holiday gathering is set for Dec. 7 at Hits at the Park. More information is in this publication and will continue to be distributed as we approach the date. We hope that you'll be able to join us.

As usual, I invite you to contact me directly if you have any ideas about Bar projects or anything else related to the NPBA.

- Kellam T. Parks

WELCOME NEW MEMBERS

Danielle Bergman

Mason, Mason, Walker & Hedrick

Olivia Brock, Law Student

Regent University

Robert Bracknell

CWM PLC

Tory Delpierre

Infinity Law Group, PLC

Kole Donaldson

Wolcott Rivers Gates

Natalie Douglas

The Joel Bieber Firm

Andrea Dunlap

Bischoff Martingayle P.C.

Brandan Goodwin

Hanger Law

Shemeka Hankins

Invictus Law

Emily Munn

Emily Munn, P.C.

Michael Piluso

Law Offices of Daniel J. Miller

Taylor Qualls, Law Student

Regent University

Olga Rollins

Ernest Law Group

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YOUNG LAWYERS SECTION

By Garry D. Hartlieb, Chair
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The Young Lawyers Section (YLS) had two primary accomplishments in October: the relaunch of the NPBA Mentorship Program and a well-attended Fall Reception.

First, we have successfully relaunched the Mentoring Program. After soliciting input about prior iterations of the program, we redesigned the format to make it inclusive of senior and junior lawyers with particular objectives they would like to obtain. A special “thank you” is in order for Katherine Lennon, who has devoted extensive time and energy into seeing this vision from her tenure brought to fruition. I spoke about the structure and logistics of the program at the October NPBA Luncheon, including our efforts to take an individualized approach with each match. We had 14 individuals sign up as mentors or mentees.

Matches were sent out in the last week of October, and many pairs were able to connect at our Fall Reception. We have already heard more people are interested in participating. Our goal is to keep this program running, and to that end we encourage attorneys to continue to sign up (watch for links in NPBA weekly announcement emails). We will pair mentors with mentees on a rolling basis as more people express interest. Thank you to those who have already signed up for the program. We hope you have positive experiences and make lasting connections.

Second, we had an outstanding Fall Reception on Oct. 29. We had great attendance with over 50 people, who enjoyed unseasonably beautiful weather and delicious catering from Yummy Goodness. Thank you to all who joined us for this great event and to our generous sponsors who made the event possible. We especially thank the Honorable Mary Jane Hall of the Norfolk Circuit Court and John Hall for their gracious hospitality in once again opening their home (and freshly mowing the lawn) so we could host this event. We would also like to thank the members of the judiciary who joined us, including the Honorable Jerrauld Jones, the Honorable David Lanetti, the Honorable Everett Martin, the Honorable John Doyle, the Honorable Jamilah LeCruise, the Honorable Leondras Webster and the Honorable John Brown (retired Chesapeake Circuit Court Judge). We appreciate the judiciary’s presence and support. Finally, I would like to thank those who helped us to raise funds for the ForKids organization, in furtherance of YLS’s commitment to philanthropy.

In terms of future events, in November we are re-launching the “Breakfast with the Bench” series for the year. Our first event will be with the Honorable Leondras Webster of the Norfolk General District Court before the workday begins on Nov. 30. All YLS members and younger lawyers are encouraged to register (see the weekly NPBA announcement emails for the link) and to take advantage of this opportunity to meet Judge Webster in an informal setting.

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The Honorable Jamilah D. LeCruise, Norfolk General District Court Judge

ANNOUNCEMENTS

Norfolk Circuit Court News

Due to security issues, the Norfolk Circuit Court Clerk's Office will no longer accept flash drives into evidence. Any digital evidence will need to be submitted via a CD or a DVD. This is because when cases are appealed, all media needs to be transferred to the Supreme Court of Virginia Network, and inserting flash drives into Clerk's Office computers poses a security risk.



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HOLIDAY PARTY

Holiday Party

December 7, 2023 5:30 - 7:30 p.m.

Hits at the Park, 150 Park Ave, Norfolk, VA 23510

Register at norfolkandportsmouthbar.org

FREE for NPBA members and guests, \$30 for Not-Yet NPBA members



**The Norfolk & Portsmouth Bar Association invites
you to join us for the annual Holiday Party**

Please mark your calendars for what will be a wonderful event and opportunity to socialize with colleagues and fellow members of the Bar before the end of the year!

The holiday party is free and open to all NPBA members and their guests! Not-Yet NPBA Members are \$30.

We look forward to seeing everyone for this end of year event. Please RSVP by Dec. 5 at norfolkandportsmouthbar.org!

MENTORSHIP PROGRAM

NPBA Mentorship Program Accepting NEW Applications

Are you a newly admitted attorney looking for someone to give you advice as you navigate your early years of practice? Are you an attorney seeking to enter a new practice area and looking for advice from an experienced attorney in that practice area? Have you recently moved to Hampton Roads and desire to have an individual who can give you tips and advice for practicing in Hampton Roads? Are you someone who desires to become a mentor to give any of the advice referenced above? If so, the NPBA Young Lawyers Section (YLS) Mentorship Program is for you!

The NPBA Young Lawyers are excited to bring back the Mentorship Program and are accepting new applications! The goal of the renewed program is to accommodate individuals with various goals and from all backgrounds, ages, practice areas and schedules. In accordance with these goals, we have created a questionnaire wherein you can provide information regarding your background, goals and schedule as a mentor or mentee. Once you complete the questionnaire, we will pair you based upon your individual responses, as best we can, with someone who aligns with the information you provide on the questionnaire.

Sign up today at [https://www.surveymonkey.com/r/NPBAMentorship2324!](https://www.surveymonkey.com/r/NPBAMentorship2324)

*Congratulations to Griffin O'Hanlon
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PHOTOS: YLS BASEBALL OUTING

Take me out to the ballgame!

NPBA's Young Lawyers Section (YLS) scored a great time during Sept. 6's baseball outing at Harbor Park, where the hometown Norfolk Tides took on the Jacksonville Jumbo Shrimp. Alas, the Tides fell 3-1 to the Jumbo Shrimp, but great camaraderie and a good time were had by all.



NPBA members age 36 and younger, or have been practicing for five years or less, are encouraged to participate in the Young Lawyers Section.

Learn more at www.norfolkandportsmouthbar.org/Young-Lawyers-Section

PHOTOS: SEPTEMBER LUNCHEON

Fall's arrival marked the return of NPBA's monthly luncheons, and the Sept. 21 event packed the house! Thank you to Butch Bracknell of Crenshaw, Ware & Martin, PLC, for the outstanding presentation on "The Camp Lejeune Justice Act (CLJA): Separating Fact from Fiction."

CLJA was signed into law in August 2022 and was a chapter within the Honoring Our PACT Act of 2022, a larger measure wherein Congress provided increased access to claims for injuries caused by toxic agents to service members and their families. Thanks to Bracknell for insightfully separating "real law talk from the barracks lawyering."



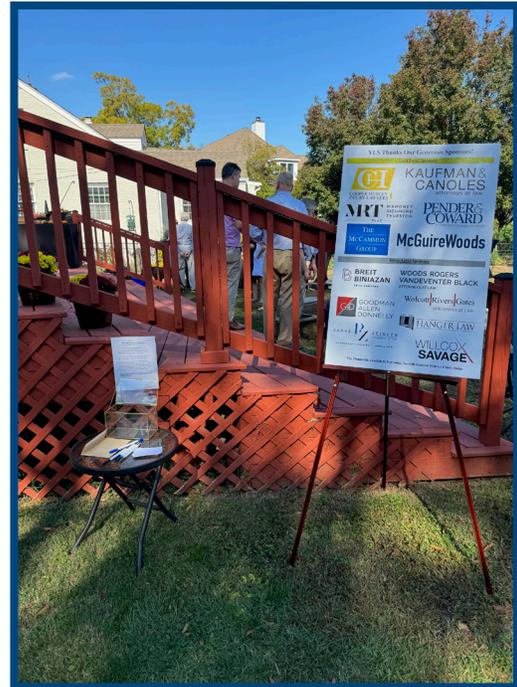
PHOTOS: OCTOBER LUNCHEON

Thanks to all who attended the Oct. 19 Luncheon, featuring NPBA's Young Lawyers Section (YLS) Mentoring Program! Thank you to YLS Chair Garry Hartlieb for sharing insight! The goal of the renewed program is to accommodate individuals with various goals and from all backgrounds, ages, practice areas and schedules. NPBA welcomed many first-time attending guests, including the newest attorneys who just passed the bar exam. Congrats!



PHOTOS: YLS FALL RECEPTION

Thank to everyone who attended the outstanding YLS Fall Reception on Oct. 29. We had great attendance, with over 50 people enjoying unseasonably beautiful weather and delicious catering from Yummy Goodness. Thank you to all who joined us for this great event and our generous sponsors who made the event possible. See even more thanks on page 3.



The McCammon Group

is pleased to announce our newest Neutral



Hon. John R. Doyle, III (Ret.)

Retired Judge, 4th Judicial Circuit Court of Virginia, City of Norfolk

The Honorable John “Jack” R. Doyle, III recently retired after fifteen years of distinguished service on the bench of the 4th Judicial Circuit Court of Virginia (Norfolk). Prior to his judicial career, Judge Doyle served two consecutive terms as Norfolk’s Commonwealth’s Attorney and enjoyed a private practice focusing on civil litigation. Among his many credentials, he served on the Norfolk Electoral Board and is a Past Vice Chair of the Virginia Association of Commonwealth’s Attorneys and the Criminal Law Section of the Virginia State Bar. Judge Doyle now brings this record of dedication and accomplishment to The McCammon Group to serve the mediation, arbitration, judge pro tempore, and special master needs of lawyers and litigants throughout the Commonwealth.

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