



May 2003 Newsletter Sponsored by  
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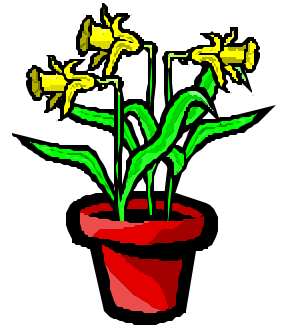
## ASSOCIATION ANNUAL LUNCHEON

**DATE:** Wednesday, May 7<sup>th</sup>  
12:30 p.m. Capital Club



Join us for the suspenseful and action-packed Annual Meeting of the Association, complete with annual committee reports and the installation of our new **President, Stephanie Grana**.

The full membership will vote at the Annual Meeting on the slate proposed by the Nominating committee. This will be the last luncheon until early fall. The proposed slate is:



### 2003-2004 MRWBA Officers

President-elect:	Clair Harrington
Vice President:	Jill Wells
Treasurer:	Anne Marie Cushmac
Secretary/Historian:	Julie Whitlock

### 2003-2004 Judicial Endorsement Committee

Susan Atkinson	Paige Holloway
Lisa Hudson	Mary Langer
Hannah Lauck	Ruth Nathanson
Deborah O'Toole	Lori Rinaldi
Yvonne Wellford	Andrea Harlow

**LOCATION:** Capital Club  
Three James Center, Fourth Floor  
1051 East Cary Street

**PAYMENT:** Mail in advance to:  
MRWBA, P.O. Box 538  
Richmond, Virginia 23218-0538

**COST:** \$17 for members, \$20 for guests

**PARKING:** James Center parking deck. Validated parking up to \$5.

**RSVP:** by May 5 to Anne Marie Cushmac  
acushmac@oag.state.va.us or 225-3211

See page 5 for luncheon payment policies.



*President's Column  
by Carolyn A. White*

## Thank You

I began this year with a column commending the hard work of the board and the MRWBA membership, and with renewed humility I will close the year the same way. We have had yet another year that proves the old saw: If you want to get something done, give it to a busy person. When you put together 19 busy people, prepare to be amazed at the result.

Easily the most visible positions in the MRWBA are the Programs co-chairs, Laura White and Jennifer Crossland. They have brought us a diverse slate of programs with informative topics and dynamic speakers. For those of you who put together the occasional dinner party, just imagine having to do it six times during the year for 40 to 90 attendees, and having a guest speaker on

top of everything else. It's a herculean undertaking, and I thank them for making the monthly luncheons an event to look forward to.

At the other end of the spectrum, our quiet success story is the Mentorship Program with the Women Law Students Association at the University of Richmond Law School. Mary Hart served as an ad-hoc Committee Chair to establish this wonderful program that allows our members to help law students bridge the gap between the classroom and the courtroom. What a great way to develop the kind of lawyer that you want to practice next to in ten years.

For sheer unbridled enthusiasm, nobody can top Tara Casey and Tracy Spencer, our Public Service co-chairs. The annual editing and state-wide publication of the MRWBA's signature *Understanding Your Domestic Relations Rights* brochure is just half of their job. The other half encompassed the continuing Curriculum Night at the Flagler Home, the development of a new Pro Bono Coordinator system with the Central Virginia Legal Aid Society, and the canned food drive for the Central Virginia Foodbank. Any one of these projects would suffice for the average bar!

Three board members with short-term projects that pay long-term dividends are Amy Schwab, Awards chair; Lisa Hudson, Legislative Chair; and Michelle Harman, CLE Chair. The annual holiday luncheon and the annual legislative luncheon are traditions of this Association that cement our relevance both as a venue for collegiality and for meaningful interaction with the metropolitan Richmond legal community. Amy and Lisa each brought the MRWBA enormous credit with their programs. Michelle managed to not only bring you the cheapest CLE credits in town, but to do so in a way that served members who normally can't attend our luncheon meetings. Outreach and education – two bar missions fulfilled in one stroke!

Easily the most sensitive position on the Board is that of chair of the Judicial Candidate Endorsement Committee. Ruth Nathanson has now completed two full terms in this capacity and has represented the MRWBA with unflinching dignity and poise. Until you've been there, it's hard to convey in words just exactly how difficult a job this is.

And then there are those tireless and unsung folks who make all of the above possible. Without Renata Manzo keeping you, our members, enrolled, we would not exist. Without Anne Marie Cushmac and Karen Dunivan keeping our finances straight we might exist but we wouldn't be able to have the impact that we have. And without Chris Bostick (and her trusty side-kick, past President Carole Yeatts), there would be no newsletter to keep you involved.

And finally, to my fellow officers, Carole Yeatts, Stephanie Grana, Clair Harrington, Anne Marie Cushmac and Jill Wells – you know better than all the rest that I couldn't have done it without you. Thank you.

# ANNUAL COMMITTEE REPORTS

## PUBLIC SERVICE

The Public Service Committee had a very busy year. The year started off with processing the orders for the 2002-2003 "Understanding Your Domestic Rights in Virginia" Pamphlet. Almost 10,000 Pamphlets were mailed during the year.

Our biggest challenge over the year was fundraising for the 2003-2004 Pamphlet. We considered every possibility of how to raise money for the Pamphlet. We received some donations, but advertising proved to be our best source of funds.

Although the Pamphlet occupied a lot of our time, we were busy with other public service projects. In the Fall, we participated in the American Cancer Society's Breast Cancer Walk. During the holidays, we had a very successful canned food drive for the Central Virginia Food Bank in which we donated pounds of food. Throughout the year, speakers have gone to the Flagler Home Curriculum Night to talk about different legal topics to the residents. We also laid the groundwork for a Pro Bono Clearinghouse, in which we have teamed up with the Henrico County Bar Association to provide services to the Central Virginia Legal Aid Society.

We want to thank everyone, and especially our committee, who helped us throughout the year.

— Tara Casey and Tracy Spencer

## AWARDS

The Ninth Annual Women of Achievement Awards were presented to Sharon England and Carolyn Lavecchia. Sharon is a sole practitioner who has devoted her career to service in child and family law as a guardian ad litem. Carolyn Lavecchia is a respected leader in medical malpractice and a principal in the law firm of Williamson & Lavecchia. The awards were presented at our annual holiday luncheon on December 4, 2002. A special thank you to the members of the awards committee: Kim Daniel, Gen Dybing, Catherine Hill, Karen Lebo, Margee Smither and Mary Spain.

— Amy Schwab

## CLE

The 2002-2003 MRWBA CLE committee organized two CLE programs this year. The October luncheon featured a program entitled "Identity Theft-How to Protect Yourself and Your Clients." Mary Ellen Kendall, Esquire of the National White Collar Crime Center presented valuable information and tips on how to protect yourselves and your clients from becoming victims of this crime. This luncheon was also the prototype of our simultaneously broadcasted luncheons for the convenience of our members located in the West end.

In January, MRWBA cosponsored a CLE with the Henrico Bar Association and provided to its members a free CLE program and cocktail reception at the TC Williams School of Law. The program was entitled "New Solutions for Old Problems – What Area Drug Courts Offer Our Community" The distinguished panel included Judges Catherine C. Hammond of the Henrico Circuit Court and Margaret P. Spencer of the Richmond Circuit Court, as well as Claire Caldwell and Jeff Everheart, two local attorneys practicing in the Drug Courts.

— Michelle Harman

## JUDICIAL CANDIDATE ENDORSEMENT

The committee was active in 2002-2003. In August 2002 the committee addressed a vacancy in Richmond Juvenile and Domestic Relations District Court position occasioned by the retirement of Judge Richard D. Taylor, Jr. Candidate interviews were conducted, followed by voting and endorsement of a candidate.

The MRWBA is talking with the Richmond Bar Association to discuss possible joint interviewing for future positions. The committee is also reviewing our by-laws for possible revisions which could streamline our voting process, allowing us to be in a better position to make an endorsement when a judicial vacancy is being filled quickly.

— Ruth Nathanson

# ANNUAL COMMITTEE REPORTS

## FINANCE

The Finance Committee is responsible for collecting checks for membership dues and the monthly luncheons. After collecting these checks, a deposit slip is prepared and delivered to the Treasurer who makes the bank deposits. The monthly statements are delivered to the Finance Committee which is responsible for oversight of and balancing the checkbook. The Finance Committee tracks the checking account on Quicken software, and each month this year, the checking account balanced with no inconsistencies or abnormalities. The Finance Committee, along with the Treasurer, is also responsible for collecting money at the luncheons. The Finance Committee was present at all luncheons except October for the bar year 2002 - 2003.

— Karen Dunivan

## NEWSLETTER/PR

The PR team has had an active year, continually updating and maintaining the monthly newsletters. Sponsorship of the newsletter has been obtained each month, primarily by sponsors in prior years. Each newsletter has been sponsored by at least one sponsor, for a fee of \$200.

The sponsor is invited to attend the luncheon, set up promotional materials at the luncheon and provide a brief introduction to their product/service to the luncheon audience. The sponsorship fee covers the cost for the production and distribution of the newsletter, costs which are also supported in-kind each month by Troutman Sanders, LLP.

Carole Yeatts has handled the layout and design of each newsletter and has continually enhanced the layout and design of the newsletter, maintaining the quality and the integrity of the communication. The newsletter for current and prior months are available on the website and links to the sponsors' webpages are also available if provided by the sponsor.

— Chris Bostick

## LEGISLATIVE

This year's Legislative Committee was comprised of Katja Hill, Deanna Hathaway, Ashley Beuttel, Christina Kearney, and Lisa Taylor Hudson (Chair). We hosted the annual March 5, 2003, Legislative Luncheon at the Capital Club that was very well-received and well-attended by nearly 90 or more guests, including nine state legislators: Sens. Stosch, Marsh and Watkins, and Dels. Hall, Hargrove, Marrs, McDougle, Nixon, and O'Bannon. Our panelists were prepared, relevant, engaging, and enthusiastic about participating in this event. We were extremely encouraged by the legislators', members', and guests' overwhelming support of the Luncheon. This was definitely one of our largest monthly luncheons and programs to date.

We will also be forwarding a final wrap-up report (the "Report") after Veto Session in April to the membership, tracking legislation from the 2002-03 General Assembly Session in the categories of Attorneys, Courts and Judges; Civil Remedies and Procedure; Criminal Law and Procedure; Family Law and Domestic Relations; Health and Insurance; Juveniles and Juvenile Justice; and Reproductive Rights. We will also include bills of potential interest to members related to Education. Based on the feedback of members and the Board, the Committee will include a sufficient number of bills and only moderately filter bills for purposes of inclusion in the Report. The continued feedback of the membership on the Luncheon and Report are always welcome and encouraged.

— Lisa Hudson

## MEMBERSHIP

The Membership Committee continued to refine the membership database and to keep it updated throughout the bar year. Current memberships stands at 211. The membership directory was published again this year primarily in electronic form, at a substantial savings to the association. Hard copies were available upon request.

— Renata Manzo

## 2003-2004 MRWBA BOARD

President-elect Stephanie Grana has selected the following MRWBA Committee Chairs and members of the Board of Directors:

<u>Committee</u>	<u>Chair</u>	<u>Co-Chair</u>
Awards	Kim Ramsey	Renata M. Manzo
CLE	Ann Berkebile	Vanessa Jones
Finance	Karen E. Dunivan	
Judicial Candidate Endorsement	Lisa Taylor Hudson	
Legislative	Ashley C. Beuttel	
Membership	Kim Daniel	
Programs	Leslie Haley	Andrea J. Harlow
PR/ Newsletter	Tracy H. Spencer	
Public Service	Tara L. Casey	Catherine C. Hill
Ad Hoc Mentorship	Mary K. Hart	
Admin. Assistant	Virginia Hundley	

### NOTICE:

All luncheon reservations must be made by May 5 at 10am. Reservations may be cancelled prior to this deadline. You must make a reservation even if you mail your check. No reservations made after the deadline are guaranteed. Limited walk-in spaces are available for each luncheon on a first-come-first-served basis.

If you do not attend the luncheon after making a reservation and do not cancel prior to the deadline, you will be charged for the cost of the luncheon. If you have made a reservation and cannot attend the luncheon, you may substitute someone in your place. However, you (or your substitute) must advise Anne Marie Cushmac (acushmac@oag.state.va.us or 225-3211) of such substitution prior to or at the luncheon. If you have any questions about the billing process, please contact Anne Marie Cushmac, Treasurer.

## 2002-2003 MRWBA Board of Directors

### Officers

**President, Carolyn A. White**  
285-8601 or carolyn.white@dwlesq.com

**President-elect, Stephanie E. Grana**  
343-4372 or sgrana@cantorarkema.com

**Vice President, Clair A. Harrington**  
359-3799 or harrington@mgm-law.com

**Secretary/Historian, R. Jill Wells**  
565-1165 or jwells@reciprocalgroup.com

**Treasurer, Anne Marie Cushmac**  
225-3211 or acushmac@oag.state.va.us

**Past President, Carole E. Yeatts**  
697-1489 or carole.yeatts@troutmansanders.com

### Committee Chairs

**Awards, Amy Hay Schwab**  
786-3344 or aschwab@oag.state.va.us

**CLE, Michelle Lam Harman**  
784-2900 or mchlaw@attbi.com

**Finance, Karen E. Dunivan**  
698-6232 or kdunivan@t-mlaw.com

**Judicial Nominations, Ruth E. Nathanson**  
342-1400 or rnath@maloneyparks.com

**Legislative, Lisa T. Hudson**  
783-7234 or lhudson@sandsanderson.com

**Membership, Renata M. Manzo**  
788-8606 or rmanzo@hunton.com

**Programs, Jennifer E. Crossland**  
358-8000 or jcrossland@pww-law.com

**Programs, Laura R. White**  
775-1409 or lwhite@mcguirewoods.com

**PR/Newsletter, Christine N. Bostick**  
697-1320 or chris.bostick@troutmansanders.com

**Public Service, Tara L. Casey**  
819-5400 or tara.casey@usdoj.gov

**Public Service, Tracy H. Spencer**  
897-1515 or Elley05@attbi.com

**Special Projects & Mentorship, Mary K. Hart**  
360-1871 or Lawyerhart@aol.com

**Admin. Assistant, Karen Kerekes**  
nerak1983@mindspring.com

# ANNUAL COMMITTEE REPORTS

## MENTORSHIP

This year, the MRWBA sought to revive the mentorship program within the organization. The MRWBA was approached by the Women's Law Student Association to partner with the association and provide mentors for women law students at the University of Richmond, T.C. Williams School of Law. Members were approached and many immediately signed up to be a part of this program.

At the same time, the Women's Law Student Association recruited women who were alumni of the University of Richmond School of Law. We had over 15 members sign up either through the MRWBA or directly with the WLSA.

The WLSA held three events designed to bring the mentors and their mentees together which were well attended. Feedback from the match ups has been overwhelmingly positive and we look to match everyone up next year that wishes to participate.

— Mary Hart

The MRWBA would like to thank the following people for either participating in or volunteering to participate in the mentoring program:

Anne Marie Anderson	Mary Langer
Katherine Bain	Karen Lebo
Barbara Balogh	Hannah Lauck
Caroline Browder	Teri Miles
Tara Casey	Deborah O'Toole
Nancy Cook	Gunes Ozcan
Sharon England	Janet Peyton
Leslie Haley	Cliona Robb
Clair Harrington	Jeannine Rose
Mary Hart	Tracy Spencer
Melissa Hoy	Alexandra Silva
Mary Ellen Kendall	Carole Yeatts

**In other news....** LINC (Legal Information Network for Cancer) will hold its Annual Luncheon at the Jefferson Hotel on May 16. The tickets are \$45 each.

## RICHMOND WOMEN'S BUSINESS CONSORTIUM

An ad hoc committee of the MRWBA has been formed to coordinate with the Richmond Women's Business Consortium, otherwise known as "SmartConnect." The Board voted this year to participate in the newly formed Consortium designed to help women network across organizational lines.

The Consortium is open to professional women's organizations in the Richmond area. There is no membership fee but rather membership in the Consortium is an added benefit to being an MRWBA member. To date the Consortium has created a website advertising news and events of member organizations and has held one very successful networking event. The Consortium itself offers many opportunities for committee participation in an environment conducive to networking with women business professionals.

The next networking event of the RWBC will be on May 14, 2003 from 6:00 p.m. to 8:00 p.m. at the Science Museum of Virginia.

— Clair Harrington and Mary Hart

## PROGRAMS

The 2002-2003 Programs Committee was responsible for the planning and presentation of five very successful luncheon programs. We kicked off the year with the well attended panel discussion by two career counselors, Paula Crouch of JFS and Bonnie Miller of the Brown Miller Group, on finding the career you really want while incorporating your law degree. In November, David Baugh gave a dynamic presentation on the importance of a constitutionally independent Judiciary. At our January luncheon, Ben DiMuro spoke about the issues facing the Virginia State Bar. In February, Will Turner of the Dancing Elephants revealed his Formula for Success on how to implement successful changes both personally and professionally. Finally, in April, we ended the year with an informative presentation by Erin McDonald and Judy Snead on various pro bono and public service opportunities in Richmond.

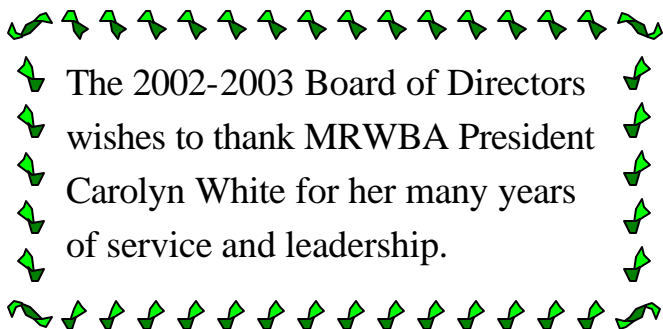
— Laura White and Jennifer Crossland

## Job Notice

Capital One job vacancies in Washington, D.C.:

Securitization Specialist  
Corporate Real Estate Paralegal  
Contracts Specialist

Contact Susan Atkinson at 967-7783 or susan.atkinson@capitalone.com or for more information.



## Job Notice

**The Virginia State Bar**, the regulatory agency for the legal profession in Virginia, seeks a trial attorney to work as **Assistant Bar Counsel**, with a July 1<sup>st</sup> start date. Responsibilities include analyzing complaints of misconduct against Virginia licensed attorneys; preparing reports & presenting recommendations; & trying misconduct cases before district committees, the Disciplinary Board & circuit courts. Requires Virginia State Bar membership, at least five years of first chair trial experience, several years Virginia practice experience, & good writing skills. Some overnight travel involved. Excellent state benefits, starting salary @ \$58,000 - \$69,000 commensurate with experience.

**By April 21<sup>st</sup>**, send resume, writing sample, & salary expectations in confidence to: Human Resources Director, Virginia State Bar, 707 E. Main St., Suite 1500, Richmond, VA 23219, or fax (804) 775-0501, or e-mail **EOE - Women and minorities are encouraged to apply.**

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Of Counsel:  
Malcolm M. Christian  
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[www.MRWBA.org](http://www.MRWBA.org)

**Don't miss the Association's  
Annual Meeting**

**Wednesday, May 7, 2003  
12:30 p.m. at the Capital Club**

**See page 1 for reservation details**



P.O. Box 538  
Richmond, VA 23218-0538