

LAW MATTERS

June 2020

Volume XXXII No. 2



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by Sara Anne Quinn



Last week, LAW issued the following statement on racism:

“The Lawyers’ Association for Women – Marion Griffin Chapter is committed to identifying, discussing, addressing, and dismantling racism. We acknowledge that racism permeates throughout our society, and perhaps nowhere more pervasively than the legal system with which we, as lawyers, interact on a daily basis. In order to practice law in Tennessee, each applicant swears an oath which includes the following promise: “In the practice of my profession, I will conduct myself with honesty, fairness, integrity, and civility to the best of my skill and abilities.” LAW

recognizes that we as individuals cannot operate either personally or professionally with honesty, fairness, or integrity without acknowledging and confronting the systemic discrimination and unfairness that racism has built into our society. Racism includes the horrendous acts of violence and hatred that our nation has seen in the killing of George Floyd, Ahmaud Arbery, Breonna Taylor and countless others before them. Racism also includes bias, even unconscious or unintentional bias, which results in unequal access to justice, representation, and resources.

Black Lives Matter. Black voices must be heard. LAW stands committed to exploring and examining the ways bias and discrimination are reflected in the legal profession and legal system. LAW stands committed to working to eradicate racism in all forms. Please join us as we join others in this work.”

The racism that so many of our members, colleagues, family, friends, and neighbors face on a daily basis is finally at the forefront of the nation’s attention. It is also a time when silence on the subject can be interpreted as complacency. I am proud to be a member of LAW, an organization that is not complacent. The mission of LAW, which is stated in our bylaws, lists twelve individual purposes. While many of these purposes focus on the inclusion of and opportunities for women in the legal profession, also included among these purposes are (1) to promote the participation of minority attorneys in the Association; (2) to promote diversity in the legal workplace and within the legal profession; and (3) to foster public dialogue about unjust societal discrimination and bias. I personally do not believe that we as an organization could uphold any of these purposes right now without acknowledging the presence of racism in our society and profession and stating our opposition to that racism.

I cannot tell you how many times I have started and restarted writing my message for this month. I admit that much of my rewriting and anxiety stems from my fear of saying the wrong thing. It also stems from knowing that as someone born into and benefitting from white privilege, I have not experienced personally the fear, pain, trauma, and injustice that systemic racism has inflicted upon so many people of color. However, I know that right now, it is not my job to wait until I know the perfect thing to say. There will never be the perfect thing to say. But it is my responsibility to say *something*. And so I say this: I stand committed to listening, and to exploring and examining the ways bias and discrimination are reflected in the legal profession, the legal system, in the world around me, and in me. I stand committed to working to eradicate racism in all forms, starting with myself. I am proud to join LAW and the other local bar associations in this work. I sincerely hope you will join us, too.

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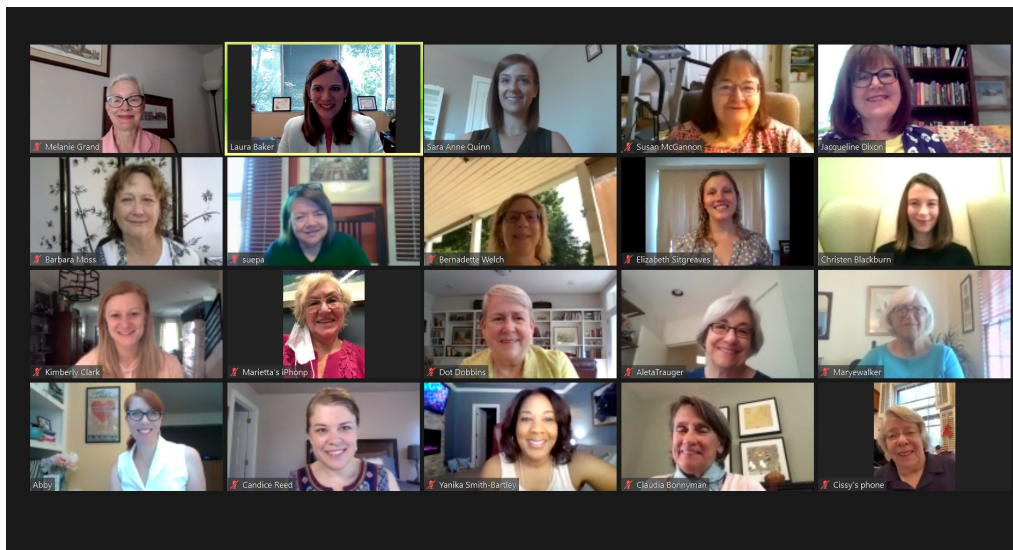
A LOOK BACK



As LAW – Marion Griffin Chapter prepares for the celebration of its 40th anniversary in 2021, we are taking a look back at previously published newsletter articles. This month, we are sharing an article printed 10 years ago when the Tennessee Supreme Court Access to Justice Commission was a newly formed entity.

LAW Founder Margaret Behm chaired the first Commission. [Click Here](#) to view the article from the September 2010 issue of *LAW Matters* written by Lindsey Vaughan who now serves as Associate Director, Tennessee Higher Education Commission, Division of Postsecondary State Authorization. Lindsey's article is followed by an update from Gail Ashworth who recently ended a 2-year appointment as Chair of the ATJC.

LAW'S PAST PRESIDENTS LOVED GETTING TOGETHER FOR THE ANNUAL BREAKFAST!





LAW Founder's Spotlight

Nancy Krider Corley, Partner **Corley, Henard Lyle, Levy &** **Langford PLC**

Thanks to Nancy for sharing her thoughts about LAW over the years.

What were you doing in your career at the time the Marion Griffin chapter of LAW was founded?

I was an insurance defense lawyer with law firm in Nashville trying cases all over Middle TN. An adjuster told me later that the main reason he sent me to so many small towns and counties was that he figured the jurors would assume the defendant didn't have any insurance or he would have gotten a real (i.e. male) lawyer.

How did you come to become one of the founders?

Seniority (I prefer that to old age) - we had to wait until there were enough female lawyers so that when we met it was an official group and not just us getting together for lunch as several of us had been doing since we graduated from law school and started practicing law in the early 70's

What's a favorite memory from your time with LAW?

Weekend long board retreats away from downtown - friendships formed from shared experiences and tribulations of being women navigating in what was then largely a man's realm funny stories of getting even or getting one up on some of our male colleagues

What has your membership in LAW provided for you over the years?

Support! Camaraderie! At first we all knew each other and I find it gratifying and exciting to go in a court room now and not know every woman lawyer there!

What do you think LAW has provided to the Nashville legal community since it was founded?

Collective in-your-face proof that women are good capable lawyers; and that there are a lot of us; and that you'd better not underestimate us!!

How has the practice of law changed for women since LAW was founded?

Overt sexual discrimination is no longer routine, commonplace, acceptable so that has changed for the better BUT covert sexual discrimination still exists, rarely acknowledged, seldom expected, and often unrecognized, but it is still there and because it is not publicly acceptable anymore, it is harder to see and deal with.

What do you hope LAW does in the next 40 years?

I hope it becomes unnecessary because women lawyers really are treated and thought of as no different than men lawyers! But until that occurs, LAW should do exactly what it has always done: promote women attorneys, support them, encourage them, mentor them, provide a venue to discuss and deal with the problems of being women lawyers navigating what is still considered by many to be a man's realm.



LAW Past President Spotlight

Joycelyn Stevenson

As the Lawyers' Association for Women – Marion Griffin Chapter celebrates its 40th anniversary this year, we are looking back on and honoring our past. As part of that celebration, we plan to highlight a former LAW president each month, finding out what drew them to LAW, what they remember most about their time as president, and their reflections on LAW's role in the community now and in the future. This month, we turn the spotlight on Joycelyn Stevenson, currently the Executive Director of the Tennessee Bar Association.

Why did you first get involved in LAW?

When I joined my first law firm in 2001, one of my mentors, Chancellor Pat Moskal (also an LAW Past President), was already very involved in the organization. She took the summer associates and new attorneys to the luncheons and strongly encouraged us to join committees and serve in leadership roles. I joined a committee and remained involved with the board for several years before becoming President.

What do you consider to be your greatest accomplishment while serving as president of LAW? [Alternative question – what's your favorite memory of serving as LAW's president?]

I created the attorney well-being committee during my Presidency, and I am proud of its growth and evolution over the years.

Many of LAW's leaders have been known as being a "first." You were LAW's first African American president and the first and only African American woman to serve as president of the Nashville Bar Association thus far. Now you are the first woman Tennessee Bar Association Executive Director. How does it feel being a "first" in these vital bar association roles?

I have always loved bar work and have been fortunate to serve in leadership roles. I am proud to be the first, but not only, African American past president of LAW. I hope that we can create additional opportunities for people of color to serve and gain leadership experience within the association. Increasing diversity in local and state bar associations should always be an ongoing goal and I am committed to that effort in my current role at the TBA.

What has changed about LAW and/or the Nashville legal community since you first got involved in LAW?

The Nashville legal community has always been collegial and provided leadership during challenging times. LAW is still doing good work not just for lawyers but the communities we serve. There is always more we can do especially with some of the important issues facing Nashville and surrounding areas.

What do you hope LAW's role is in the Nashville legal community going forward?

LAW has always been involved in important issues facing our community I hope the association continues to lead on important issues and facilitate necessary coalitions to make systemic changes. Education of non-lawyers, especially young people on state and local government and rights and responsibilities under federal law are critical to strengthening trust in our legal institutions and the rule of law. LAW can play a critical role in that process.

What woman inspires you and why?

There are many, so I will for this question focus on the first woman who inspired me and that is my mom. I didn't fully appreciate what she taught me growing up, but now more than ever I find myself relying on her advice or thinking about how she treated the people around her and her community involvement. She was a remarkable person who spent her life and time making the world a better place. One of the most important things she taught me was that my life had to involve service to others. Community service was a big part of my childhood. She also taught me the importance of building relationships in order to create change. She was also relentless about voting. More than anything, she said that it was an obligation and a right I should not take for granted given the struggles so many endured in order for me to have it. Every time I vote, I think of her and sacrifices she made so that I could have more opportunities in life.



LAW Board Member Spotlight

Sara Anne Quinn President

Where are you from?

I am a Nashville native, born and raised.

Tell us about your family.

I am a proud mom to CeCe, 5, and Silas, 3, and married to Stephen Quinn, who is an attorney at Waller. I couldn't ask for a better crew to have spent every waking moment with over the past 12 weeks!

Tell us about your path to practicing law.

My father, Scott Thomas, is an attorney here in Nashville, so I am really just following in his footsteps. I used to love going to the office with him as a little girl. Although I eventually found out that being a lawyer meant more than carrying a briefcase, coloring on time sheets, and drinking cokes from the break room fountain, the prospect of practicing law just always felt like the right fit for me. After finishing my undergraduate degree at the University of North Carolina, I went straight to the University of Tennessee College of Law. I knew I wanted to return to Nashville to practice law and raise a family.

What do you do professionally, and what is your favorite part of your job?

I am a member of the Labor & Employment group at Butler Snow, LLP. I practice employment defense law, meaning I counsel employers on employment policies and decisions, and represent employers in administrative proceedings and lawsuits. I help with issues related to wage and hour, OSHA, discrimination and retaliation, and, recently, all things COVID-19 related. I really like that the counseling aspect of my job allows me to help employers approach employment policies and decisions thoughtfully and carefully, trying to do things the right way on the front end. But I love that employment litigation is about people. There have been some very interesting people to encounter and stories to dig into through the years.

Who was/is your mentor?

I have been blessed to have many great mentors in my career. My first will always be my father, who inspired me to be a lawyer in the first place. I have also been lucky to work with and for some great women lawyers at my firm, including under the practice group leadership of Kara Shea. She has taught me a lot about practicing L&E and taking on firm leadership as a woman. Finally, Erin Polly is my mentoring mentor. I think everyone she has ever met would call her their mentor. I have been lucky enough to both work with her and participate in LAW and other organizations with her. She has taught me the importance of taking time to be a mentor to others, which is such a special gift and skill to have – which for her is such a natural gift, but for me requires a lot of practice.

What is your favorite part of LAW?

I got my start with board involvement in LAW with the New Admittees' Breakfast. It will always hold such a special place for me. I love that LAW provides that warm welcome to new attorneys to the practice of law. It also shows new lawyers here, right out of the gate, the amazing women Nashville has on the bar and on the bench, which is such an encouragement to new young lawyers starting out.

Describe yourself in three words.

Independent, growing, and tired (moms – I know you know what I mean!)

It's a Saturday night in Nashville. What are you up to?

This seems like a trick question these days. In the past, I would have said that I would be out to dinner with my husband and some friends, or spending time with family (both my husband and I have parents and sibling in town). But for the past few months, the answer has been watching a family movie at home. I'm not sure we would have made it without Disney+! Our neighborhood has recently started to schedule food trucks every Saturday night. It has been a great way to have a little variety and fun and turns into a bit of a socially-distanced block party, with everyone setting up tables to eat outside. It has been fun.

The Culinary Docket



Eating Out While Eating In

By: Emily Warth

For this culinary highlight article, much like with everything during this period of “Safer at Home,” we are improvising, and highlighting and recommending the many different culinary experiences available in the Nashville area these days through delivery and pick up. Let’s face it, some days the thought of adding on the task of cooking a meal is just one thing too many. And with the number of good, safe and varied options available, you really don’t have to cook!

In order to make sure I painted a good picture of what the Nashville area has to offer that highlights different dietary needs and locations, I tapped several fellow LAW members for their recommendations in addition to throwing in some of my own. So, special thanks to Shellie Handelsman, Leigh Ann Ness, Erin Polly, Liz Sitgreaves, and Nikki Smith-Bartley for sharing their ideas and reviews as part of this article, and for making me quite hungry!

Best Healthy Family Meals:

If you are looking for delicious, filling and healthy, we highly recommend the bundle pack from Vui’s Kitchen. You can order it online for delivery or curbside pickup, and it comes with lemongrass chicken or tofu, rice or noodles, a ton of fresh vegetables, 4 summer rolls with peanut sauce, 4 delicious cookies and 2 basil seed limeades. There’s usually enough for leftovers; it tastes amazing; they usually have it ready in 15 minutes; and you don’t feel heavy and gross after eating it. They also offer grill packs with chicken breasts, marinade, spiced sweet potatoes wrapped in foil ready for the grill, and salad. We’ve also been frequenters of Taziki’s and Zoe’s Kitchen, which have plenty of good healthy family meals that last a while. Finally, a shout out to Cava in Green Hills, which has a great build-your-own Greek salad with tons of great protein, vegetable, and spread combinations. A few change-ups will make it feel like a completely different meal. They take orders online and will bring it right to your car.

Best Takeout with Cocktails:

Edley’s in Sylvan Park and 12th South are big favorites. They do takeout well, and while they keep it safe, they pump music and offer takeout alcohol, including Bushwhackers, margaritas and an assortment of beers, so for a few minutes at least, you can feel like you’re actually out for a fun night. You also can’t go wrong with the various takeout Mexican options around town, complete with to go margaritas. Some favorites include Pancho & Lefty’s in Sylvan Park (the hot chicken taco is highly recommended), Bar Taco in 12th South, Rose Pepper Cantina in East Nashville, and Cinco de Mayo on White Bridge Road. And don’t forget Mas Tacos Por Favor in East Nashville. Three bowls (yes, three) of the beyond amazing chicken tortilla soup for only \$15 is a delicious no-brainer, and of course, their tacos are amazing and they are also offering to go margaritas.

Best Takeout Pub Style:

At McCabe’s Pub in Sylvan Park, you can call in or easily order online, pick up from their to go window and sit outside on their parking lot patio to eat. Tailgate Brewery in Bellevue also did a great job with delivery in the last couple of months, delivering growlers (per Shellie Handelsman, you should absolutely try their Peary Pear cider) and delivered hot and delicious pizzas with friendly safe service.

Best Asian Food:

A hidden gem for sushi is Sonobana on White Bridge Road. Their prices are extremely reasonable and the fish is always so fresh! Some favorite rolls are the Big John #2 (ask them to sub for REAL crab meat), the Daisy Roll, the JJ Roll, and the Johnson Roll. And I always have to get some edamame and some sashimi (fresh salmon, tuna, and yellowtail) to start! They have a huge sushi menu (plus some other non sushi dishes).

Kien Giang on Charlotte Avenue also has been a favorite over the last few weeks. The Pho Rau Cai (vegetable egg noodle soup) is warm and comforting and especially good with extra jalapenos. They’re incredibly fast and only take cash.

Siam Pad Thai in Cool Springs is also a great option. Their Gang Keow Wan (Green Curry) with shrimp and basil fried rice is absolutely delicious. And we also recommend Thai Esane on Demonbreun. They take spice seriously, so beware!

Best Pizza:

Porta Via was mentioned frequently for their takeout options. Their vodka pasta (we recommend adding a meatball) is amazing, as is their kale salad. They're also very accommodating with food allergies (great gluten free pizza) and easy to order in and pickup. And don't forget to treat yourself to some of their homemade gelato!

Five Points Pizza also remains a delicious favorite, and they have made online ordering and pickup super easy. The Five Points on Charlotte even offers a pickup window so you don't have to go inside. And if you're in the Hendersonville area, you can't go wrong with Sanders Ferry Pizza.

Best Higher Brow Takeout:

Epice in 12th South has a great contactless delivery and their amazing Lebanese dishes remain delicious in to go containers. Henrietta Red in Germantown also has done a great job with takeout the last couple of months. They have a small but varied menu, and everything tastes fantastic. Ludlow and Prime is worth it just for the brussels sprouts, but has a varied menu including steaks and oysters if you're in the mood for a treat.

Happy eating, everyone!!



Emily is a 2020-2021 Newsletter Editor. She is an Assistant General Counsel at Asurion.

What Can You Do With the Wild Apricot App?



- **Events**

View an event calendar and event details
Register and pay for an event through the app
View existing event registrations
Pay an outstanding event registration fee

- **Member Directory**

View the member directory and connect with members

For iOS and Android

LAW uses the Personify/Wild Apricot Member Management Program

Staying Home and Staying (somewhat) Sane

Greetings from your editorial board! When planning this issue of LAW Matters, a newsletter that usually includes an article or two about various members' adventures traveling, attending group events, having unique experiences, and dining out, the editorial board was faced with the same conundrum all of us have faced the last couple of months – there were no such adventures to be had. We've all been stuck in our homes, learning WAY too much about our partners, children and pets, and slowly forgetting what it feels like to put on makeup, take the time to do our previously regularly cut and potentially colored hair, and put on an outfit that doesn't involve a significant amount of stretch. So, we thought we'd take this opportunity both to introduce you to the 2020-2021 newsletter editors (seen in this article meeting via everyone's new favorite conferencing app – Zoom), and tell you what we've been doing while staying home and (trying to) stay sane.



Hannah Kay Hunt Freeman

My husband and I went under contract on a house in early March, so “working from home” has taken on new meaning as we transition between houses. (There have been lots of Zoom calls where I’ve strategically angled the camera away from the chaos of packing and boxes behind me!) After setting up a makeshift office upstairs, I finally gave in and ordered a huge 34” monitor, plus a good office chair. I’m currently shopping for a desk for my office in our new house (one of the perks of the move I’m very much looking forward to). I’ve stayed sane by, like a lot of people, taking a long walk with my husband and dog through our neighborhood most evenings and doing some on-demand yoga classes online. While I know many people have delved into complicated cooking projects, I’ve done the opposite and have embraced getting more takeout than usual (working from home is tough enough!), especially from local restaurants since most have taken a hit during the pandemic. Weekends have mainly been consumed with packing and moving, though it’s been nice to actually have a project during all this time at home.

Callie Jennings

Like everyone else, it definitely took me a while to mentally adjust to my new “quarantine life.” One of the first things I realized was that I couldn’t spend the next few months peering into a tiny laptop screen. So, I got a single, ultra-wide screen monitor for my work-at-at-home set up on the dining room table (34” from LG, if you’re interested). It was really a game changer and made working at home so much more pleasant and productive. Apart from that (and of course zoom calls with friends from all over), I’ve tried to give my eyes a break from all the screen time that quarantine demands. It’s been great to be able to take a brief walk or jog if I get overwhelmed during a stressful work day or frustrated with a brief I’m writing. Of course, I may have been able to swing that “pre-quarantine,” but it’s definitely easier when I can be in active wear all day and not worry about my hair or sweaty, red face. Exercise always helped me deal with stress in law school, and it’s nice to have easy access to that outlet again. I’ve

also been able to do some real art for the first time in a year or two. This past week, I finished carving (via jig saw, sander, dremel tool) a snake from a beautiful cedar plank I got years ago at the Nashville flea market. Overall, it's been immensely rewarding to revisit some of my pre-law-practice activities and I hope I can bring that with me as we move forward in our new reality.

Caroline Sapp

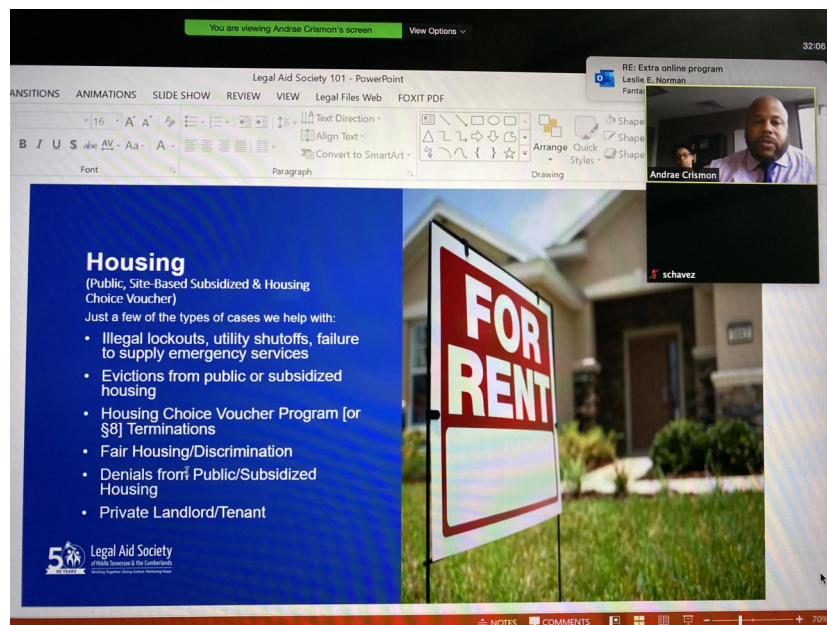
Working from home has made my two Shetland Sheepdogs very happy – it has also presented some obstacles, i.e. shelties are notorious for their high-pitched bark, are alert, and are pretty mischievous – even my two girls in their old age. While these qualities make them excellent watchdogs, my Shelties were not initially the best coworkers. Luckily, we solved these problems, i.e. if an Amazon package arrives, I now have a sticky note on the door requesting that no one ring the doorbell and started using fan(s) and noise maker(s). Now, they're the perfect fit to my work day. Other than Sheltie-proofing my work environment, I've mainly worked in my yard, created a mini-home gym, taken a lot of walks, and enjoyed the outdoors as much as possible. I've also had time to be at home and really enjoy my home, my neighborhood, and the neighborhood greenway.

Emily Warth

I'm the mother of two newly-minted third graders and married to a fellow attorney. I'm also in the middle of a home renovation, so haven't had a kitchen since late February, unless you count the refrigerator, microwave and toaster oven in my dining room. So, you could say that things have been chaotic at our house since the stay at home order began. Things I've done to stay sane include: making myself get up before everyone else each weekday to get some sort of exercise and enjoy a briefly quiet house; ending each work day with a walk while listening to a podcast or talking with family or friends on the phone; and most recently, accepting reality and changing my work station from a sad sagging card table in a corner of my bedroom, to a slightly less sad corner desk from Wayfair with an actual desk chair. (This stuff is hard enough without proper lumbar support and an extra computer monitor!). I also can't recommend highly enough an early morning hike at Percy Warner to start your weekend.

LAW MAY MEETING RECAP

Legal Aid Society (LAS) Volunteer Lawyers Program Director, Andrae Crismon, and Kendra Cheek Volunteer Lawyers Program Project Coordinator, along with Kirsten Jacobsen of the Tennessee Alliance for Legal Services (TALS) presented “The Ethics of Being a Helper: How to Engage in ProBono Work from Your Home Office.”



LAWYERS' ASSOCIATION FOR WOMEN

BOOK DRIVE

LAW's Diversity Committee seeks to educate children on race, racism, and resistance. All books purchased will be donated to Book'em, an organization that promotes literacy and distributes books to Nashville's youth.

TO PURCHASE VISIT:

https://www.amazon.com/hz/wishlist/ls/CVMY5FH9EA1J/ref=cm_go_nav_hz

DEADLINE JUNE 30



[Click Here](#) to view the Diversity Committee's curated list of suggested reading for children and teen/young adults.

If you want to order books from another bookseller, email info@law-nashville.org for the shipping address.

Upcoming Virtual Programs

LAW's program committee is working diligently to offer LAW members more CLE opportunities to accommodate new work schedules!

Pencil in the dates as we fill in the blanks! Program and event updates are being added daily.

Find us     www.law-nashville.org or the Wild Apricot app!

June Morning Check-in	June 17, 2020 9:00 am Survival Skills for 2020 and Beyond One Hour Dual Credit
Monthly Luncheon	June 25, 2020 12:00 Noon (Not Always) Safer at Home: Domestic Violence and Child Abuse in Times of a Pandemic One Hour General Credit
July Morning Check-in	Date and Topic TBA 9:00 am
Monthly Luncheon	July 21, 2020 12:00 Noon Topic TBA
Quarterly Lean-In Circles	July 28, 2020 5:00 pm
Special Event	August 13, 2020 1:30—4:00 pm 100 Years of Woman Suffrage: Honoring the Past, Looking to the Future Shared Event with NBA Two Hour Dual Credit CLE
August Morning Check-in	August 25, 2020 9:00 am

**Thank you to our Sustaining Members who support the programs,
mission and purposes of LAW above and beyond the Sliding Income Scale categories.**

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Emily Warth
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Bernadette Welch
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Tyler Yarbro
Helena Walton Yarbrough
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Jane Young
Gulam Zade
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It's Dues Renewal Time!