

LAW MATTERS

April 2023

Volume XXXIV No. 6

2023 LAW Annual Awards Recipients



Martha Craig Daughtrey Award
Judge Marietta M. Shipley



Rising Star Award
Shundra Crumpton Manning

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Holland & Knight **Judge Marietta Shipley**

2023 Martha Craig Daughtrey Award Recipient

Judge Marietta M. Shipley



Judge Marietta Shipley has been active in LAW since its inception. In fact, LAW was founded in her law offices of Shipley & Behm. Judge Shipley is the winner for the Judge Martha Craig Daughtrey Award because throughout her 47-year legal career, she consistently promotes the visibility of women in the legal profession in many ways, encourages female lawyers to excel, is held in high esteem by our profession, and demonstrates a career-long commitment to personal, professional and community responsibilities.

Judge Shipley opened the first women's law firm in Nashville in 1980 with Margaret Behm. She was the first woman in Tennessee to win an election against an incumbent trial judge in 1990. She has served as President of both LAW and TLAW. She has been steadfast in her efforts to elect women as judges. Significantly, Judge Shipley led the way, when such ideas were new or unpopular, for statewide acceptance and infrastructure for mediation, the parenting plan and collaborative divorce law. Most importantly, Judge Shipley has demonstrated a career-long commitment to pro bono clients and to the advancement of women and children as reflected in her career choices and leadership.

**There is a lot to write about Judge Shipley! Please [Click Here](#) for more. **

2023 Rising Star Award Recipient

Shundra Crumpton Manning



Shundra Crumpton Manning attended Vanderbilt University, where she majored in English and minored in Corporate Strategy. She received her law degree from Vanderbilt Law School in 2018. While in law school, she was involved in the Phi Delta Phi Legal Honor Society, the Legal Aid Society as a Re-entry Coordinator, the Black Law Student Association as a Retention and Recruitment Chair, the Labor and Employment Law Society, and was also a Moot Court Octo-finalist.

Shundra represents businesses and organizations in commercial litigation matters and disputes. She works with Polsinelli attorneys to develop outcome-driven litigation strategies aligned with each client's business goals. Shundra provides guidance and advocacy in all phases of a dispute, from pre-litigation negotiations through trial. She is committed to understanding clients' litigation goals and business objectives to provide the best representation for each unique matter. Clients rely on Shundra to manage risk and provide tailored litigation solutions so clients can focus on achieving their business and personal objectives. Shundra is a recipient of "Ones to Watch" by Best Lawyers for Commercial Litigation, 2023; is an Inaugural Member of the National Bar Association's Associate Advancement Academy and was listed as one of The National Black Lawyers Top 40 Under 40 in 2020.

Shundra joined the board in 2020 as a co-chair of the Networking Committee. When all LAW committees tried to figure out how to hold virtual activities that would support the membership and maintain some level of engagement, Shundra led and contributed to meaningful dialogue among those who attended virtual networking events. In 2021 she was nominated to serve as a First Year Director, a two-year term, as First Year Directors automatically move into the office of Second Year Director. Shundra tirelessly worked behind the scenes assisting other committees during her time as a director. For these reasons, Shundra has become one of LAW's "one to watch."

PRESIDENT'S MESSAGE

by Shellie Handelsman



It's hard to believe LAW's Annual Meeting and Banquet is right around the corner on April 13, 2023. Please register to attend and/or to be a sponsor.

We've had a productive (and fun) year. One of our greatest accomplishments this year has been the formation of our very own Foundation: the **Lawyers' Association for Women Marion Griffin Chapter Foundation**. I'd like to extend a special thank you to **Rob Pinson of Adams & Reese** for representing us *pro bono* and for drafting and filing the required paperwork to get our 501(c)(3) formed. Special thanks also goes to Melanie Gober Grand, Sara Anne Quinn, and Kimberly Faye for their numerous behind the scenes efforts in launching the Foundation.

The Foundation's purposes are (1) To promote, support, and foster charitable programs and services that advocate for and encourage the participation and inclusion of women in the legal profession, on the bench, in bar associations, and in leadership positions; (2) To educate individuals about issues affecting women in the legal profession and legal issues affecting women in society; (3) To foster dialogue about unjust societal discrimination and bias; and to promote diversity in the workplace, bar association membership, and legal profession generally; and (4) To engage in other activities in furtherance of such purposes.

To kick off financial support for our Foundation, we will hold a silent auction at the Banquet. Please come ready to bid on some great items donated by local businesses and LAW's supporters who are excited to help us grow the Foundation.

And in keeping with our Banquet traditions, we'll also be honoring two incredible women that night: **Judge Marietta Shipley**, our Martha Craig Daughtrey Award Recipient, and **Shundra Crumpton Manning**, our Rising Star Award Recipient.

As I conclude my final message as President, I want to sincerely thank all my Executive Board, committee chairs, and committee members for their never-ending support and dedication to LAW, and to me, and to thank all of our LAW members who have supported so many of our great events and CLEs this past year. Thank you all for your commitment to LAW!

I am looking forward to seeing everyone and celebrating with you on April 13th!

Every woman's success should be an inspiration to another. We're strongest when we cheer each other on. – Serena Williams

Shellie

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Introducing LAW's Slate of Officers for 2023-2024

Pursuant to the LAW Bylaws, notice is hereby given that the annual meeting of the membership for the election of board of directors and officers for 2023-2024 will be held on April 13, 2023 at 7:00 p.m. at Music City Center, 201 Rep. John Lewis Way S., Nashville, Tennessee. Nominees for the officers and directors are introduced below. Other nominations may be made from the floor at the annual meeting.



President—Emily Warth. Emily is an Assistant General Counsel with the Leads Global Ethics & Compliance Team at Asurion. She oversees litigation matters and advises on other risk-related issues. She was in private practice for over eight years before joining Asurion in 2015. Emily is a 2006 graduate of Vanderbilt University School of Law and holds a BA in Political Science and Music from Southern Methodist University. She and her husband enjoy traveling in the US and internationally with their eleven-year-old twins.



President-Elect—Courtney Orr. Courtney is the East Tennessee Leader & Senior Assistant Attorney General in the Criminal Appeals Division. She received her law degree from the University of Tennessee College of Law in 2014 and holds a bachelor's degree in Political Science from Furman University. Courtney is an accomplished harpist, and was the recipient of LAW's Marion Griffin Scholarship at UT College of Law.



Secretary—Shundra Crumpton Manning. Shundra is an Associate in Polsinelli's Nashville office focuses on representing businesses and organizations in commercial litigation matters and disputes. She is a "Double Dore" as she received her law degree from Vanderbilt University Law School in 2018. Shundra was named in the 2023 list of "Ones to Watch" by Best Lawyers for Commercial Litigation and is LAW's 2023 Rising Star Award Recipient.



Treasurer—Rachel Berg. Rachel is a Staff Attorney for the National Center for Lesbian Rights. She works on NCLR's nationwide impact litigation. She litigates the full range of NCLR's civil practice, including transgender rights, education, sports, youth, and discrimination. Rachel is a 2015 graduate of Fordham University School of Law. She holds an MSc from the London School of Economics and a BA from Vassar College.



Archivist—Kaley Bell. Kaley Senior Corporate Counsel at Consilio LLC. She is a 2014 graduate of Belmont University College of Law, where she also earned a certificate in Entertainment Law. She holds a BS in English Literature (British and Commonwealth). Kaley also worked as an Associate at Leitner, Williams, Dooley & Napolitan, and has other in-house counsel experience. She enjoys volunteering for organizations that work with children and families and the arts, and is a busy first-time mom.



Archivist—Amanda Bradley. Amanda is of counsel at Hartzog & Silva, PLLC in Franklin, specializing in family law. She served as a Judicial Law Clerk and Judicial Assistant to the Honorable Frank G. Clement, Jr. of the Tennessee Court of Appeals. She is a 2016 graduate of Nashville School of Law and holds a Bachelor of Music, Vocal Performance from the University of Kentucky. Amanda loves traveling and going to plays with friends and family while keeping up with her teen-aged son's activities.



Newsletter Editor—Morgan Bernard. Morgan is a Staff Attorney for the Davidson County Chancery Court, Part II. Morgan started her legal career as a Law Clerk to the Honorable Frank G. Clement, Jr. She was an Associate at Miller, Scamardi & Carrabba P.C. in Houston before returning to Nashville to work in-house at HCA. Morgan received her law degree from The University of Memphis—Cecil C. Humphreys School of Law in 2013.



Newsletter Editor—Ellen is the Deputy Civil Chief, Affirmative Civil Enforcement for the US Attorney's Office. Spending her legal career in the government sector, she has decades of investigative, litigation, and negotiation experience in major plaintiff suits brought under the False Claims Act, the Controlled Substances Act, the Federal Trade Commission Act, the Food, Drug, and Cosmetics Act, and civil rights laws. Ellen received the DOJ's Director's and HHS' Inspector General awards in 2021 for outstanding work and monumental recoveries. She received her law degree from Columbia Law School in 1994.



Newsletter Editor—Leighann Ness. Leighann has worked at HCA Healthcare since 2015 as Litigation Counsel and Operations Counsel—Physicians Services Group, her current position. She received her law degree from The University of Memphis—Cecil C. Humphreys School of Law in 2012 and holds a BA in Sociology from San Diego State University. Leighann enjoys practicing yoga away from the office and recently attained her RYT200 yoga certification. She and her elementary-aged son and high school-aged daughter enjoy snow and water skiing.



Second Year Director—Corey Harkey. Corey currently serves as Associate GC for Austin Peay State University. Prior to joining APSU, she served as Assistant GC at TSU. as a Metropolitan Attorney for the Metropolitan Government of Nashville and Davidson County where she acted as primary legal counsel for the Metropolitan Board of Education and the MSPS. She is a 2009 graduate of Cleveland State University - Cleveland-Marshall College of Law. She and her husband have two children.



Second Year Director—Jessica Lim. Jessica works in the Nashville of Roberts Tate LLC. Prior to her position at Roberts Tate, she was an Elections Attorney with the Tennessee Secretary of State. Before moving to Nashville in 2018 Jessica was in private practice in the Washington, DC area. She is a 2014 graduate of the University of Virginia School of Law and holds a BA in Political Science from Samford University. Jessica and her husband have three young children that keep them very busy.



First Year Director—Alaina Beach. Alaina is Special Counsel in the Lewis Thomason's Nashville office. She practices in the areas of medical malpractice, employment, workers' compensation, and general insurance defense. Prior to joining Lewis Thomason in 2018, Alaina practiced workers' compensation defense in Greenville, SC and then in Nashville. She is a graduate of Davidson College and received her law degree from The University of South Carolina School of Law in 2010. In her spare time, she writes, performs, and records music and is a mom to two small children



First Year Director—Jorie Zajicek. Jorie graduated from UTK, where she received her BS degree in nursing. She moved to Nashville and worked as an RN at Vanderbilt University Medical Center. While working as a nurse, she attended law school at Belmont and received her JD in 2021. Jorie practices Criminal Defense, Family Law, and Administrative Law in front of various professional boards, including the Board of Nursing. When she is not practicing law or nursing, Jorie enjoys spending time with friends, family, her golden retriever, Sunshine.



Immediate Past President—Shellie Handelsman. Shellie is the founder of Handelsman Law, where she practices estate planning and probate law, entertainment and sports law, intellectual property law (copyright and trademark), and business law. Shellie is a 2014 graduate of Belmont University College of Law, where she also earned a certificate in Entertainment and Music Business Law. She holds a Bachelor in Music from Berklee College of Music. Shellie participates in Spartan obstacle course racing and dotes on her two golden retrievers, Dakota and Decker.

February Meeting Recap: "The Radonda Vaught Trial: Reckless Homicide or Honest Mistake—You Be the Judge"

by Kierstin Jodway

LAW's February Membership Meeting was one for the books! Hosted at Asurion Corporate Headquarters on February 21, 2023, Tina Vinsant, BSN CCRN and creator of the Good Nurse, Bad Nurse Podcast and Chad Jackson, Esq. of the Davidson County District Attorney's Office faced off to argue their side of the Radonda Vaught Trial.

Moderated by Jenny Charles, each side was given 20 minutes to present their case. Following the conclusion of their arguments and after fielding questions from the attendees, the audience casted their ballots for the side they found most convincing. Though it was not a unanimous decision, as is required in a criminal trial, the majority of the audience found Mr. Jackson's point of view to be more convincing.



Kierstin is a 2022-2023 Newsletter Editor. She is a Labor & Employment Counsel, Employment Relations & DEI Advisor and Entrepreneur.

“March Meeting Recap: "Shifting your Career in the Legal Industry"”

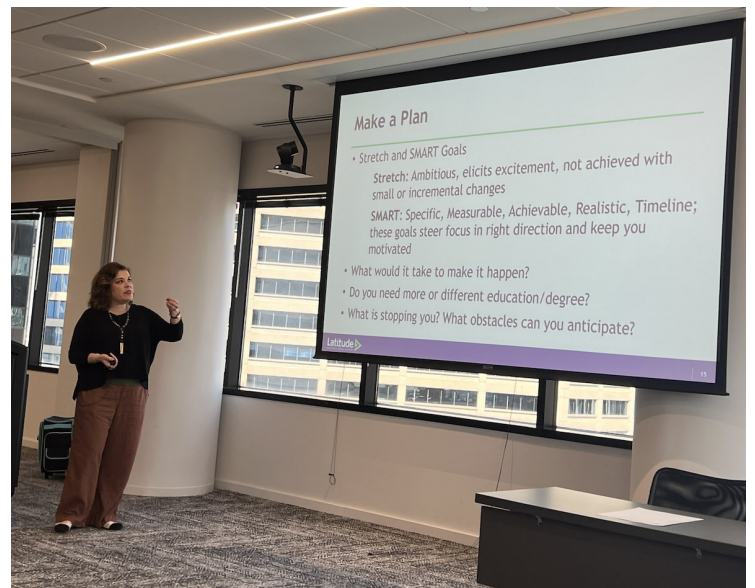
by Devon Williamson

On March 7, 2023, Spencer Fane LLP hosted LAW for its March membership meeting. Candice Reed, a past president of LAW and a reputable speaker on attorney career development presented on the topic of “Shifting your Career in the Legal Industry.”

Making a major job transition in the legal field is never easy, yet it is done frequently. It might be a change in practice area, a move from a law firm to in-house, or even a switch between private sector and public sector work. Equally common are those attorneys who switch to a business role or who choose to continue practicing law but in a different way (e.g., remotely, part-time, etc.).

How do you know when it's time to make a change? Once you decide to make a change, how do you determine the next best step?

If these questions have been living in your mind rent free, then Ms. Reed has some useful advice for you. A little bit about Candice’s background: she obtained her master’s degree in psychology at the University of Pennsylvania and attended the University of Tennessee College of Law. Ms. Reed practiced law both with a large firm and in-house and has 15+ years of experience in attorney recruitment and placement including her current role as EVP and Partner at Latitude, a legal service company that specializes in employing and providing experienced attorneys to legal departments and leading law firms nationwide for high-end contract engagements and permanent positions.



Ms. Reed began her presentation with calming, positive energy. She posed many introspective questions to her audience, such as:

Why did you go to law school?

Some audience members answered that they went to law school because they did not want to continue pursuing what they were studying in undergrad. Some answered that they wanted a better life for themselves and a degree that would serve them well. Ms. Reed stressed that coming back to the “why” is very important, because asking yourself why you chose your career and what you want to get out of it is essential to planning your next career move.

Why do you work?

This was another important “why” question posed by Ms. Reed. Many audience members answered that they work to make a difference, pay the bills, be in power, and be in control of their lives. Some members even answered that they work for “fun.” Ms. Reed emphasized that this question is important because there is meaning ascribed to the work that we do, and there is a psychology to work and how we process what meaning we take from work. According to Ms. Reed, it is very important to reframe one’s mindset in order to ascertain coherence, purpose, and significance of work.

How do we explain our work to ourselves?

Ms. Reed stressed that it also fundamental to tap into how we describe our jobs to ourselves. Some audience members described their jobs as legal in nature, such as the taking and defending of depositions, drafting pleadings, engaging in motion practice, and duties of the like. Others described their work as the kind of job that makes a positive difference in the lives of people who are vulnerable, and need help the most.

Ms. Reed concluded her presentation by defining what a career burnout is and how to cure it. A career burnout, essentially, is when our responsibilities are greater than our resources. Ms. Reed emphasized that a new job is not the cure for a burnout.

So, what is the cure to a career burnout?

According to Ms. Reed, it is to introspectively reflect on the “why” of what we do, which generates revelations that dictate our next career change. Ms. Reed’s presentation was extremely beneficial, as it allowed members to critically think about the trajectory of their careers to strategically plan their next career move.



Devon is a 2022-2023 Newsletter Editor. She is the founding partner of DevonLaw, PLLC.

Life + Law: No Words

By Amy Everhart



The day of my deadline for this column was Monday, March 27, 2023. I'd sketched out a silly piece over the weekend but still needed to "funny it up" before turning it in that afternoon. I had a busy Monday planned besides that, with five trademark briefs due, one of those days that began with a pep talk in the mirror and required 100% focus and organization with a dash of good luck to achieve.

At 11:28 a.m., I glanced up from my trademark brief at a breaking news alert on my phone and my day pivoted: "Police report 'active shooter event' at elementary school in Nashville." I am a mom of elementary-aged kids who at that moment were sitting in their little school desks 20 minutes down Hillsboro Road from The Covenant School probably peeking to see if I'd packed them anything good for snack or whispering to their friend about recess plans when they should be subtracting double digits instead. At 11:28 a.m., I no longer felt like laughing.

So please pardon me for the abrupt change of subject in this issue's column. For once, I had no words. As the horror and the aftermath unfolded on the media I was glued to, like so many of us, I couldn't help but live it as if it were happening to me, to my kids, to our school. My sister called me at the office, and I suddenly couldn't even get out my words through the ugliest choking tears.

Social media was flooded with counselors' advice on how to tell our kids what had happened. This was way ahead of me. I hadn't even considered that I would need to tell my kids. I couldn't imagine picking them up from school and not bursting into tears. In fact, should I have been rushing to the school to rescue them from being in a school? Should I ever allow them to go back to school? Normally I would turn off the news and shield them, but the counseling advice said be the source, tell them because otherwise they will hear it from someone else, because this time it happened in Nashville. Plus, it was coming up on my texts, news flashes, phone calls.

We skipped the prayer vigils and after-school activities and I let them play in the sun, swung with them in the hammock and tried to be present with them and not annoyed when they squished me and swung me until I was dizzy, because I should be grateful they were there to squish me and swing me until I was dizzy. Finally, after dinner and getting on to bedtime, I couldn't wait any longer. They were as joyful and happy and getting along as they'd ever been, and it broke my heart that I was about to stop them in their tracks. Just the facts, the counselors said, and reassure them their school is safe, then let them ask as many questions as they need or none at all. They both put on brave faces as I told them. My 7-year-old daughter cross-examined me, wanting to know every detail, who they all were, boys, girls, their names, thinking about who their counterparts would have been at our school, where it happened in Nashville and what it was close to that they would know. They wanted to know how the intruder got in, and I confess I softened that part because telling them that detail would leave them to wonder how it could happen at their school, too. I went through all the ways their school is safe and they challenged me with all the ways they said it's not. They both came up with ways a "burglar" could get into the school, their classrooms, asked why they were told to act a certain way during intruder drills when it might make sense to act a different way or hide in a different place, and I had to reassure them again to listen to their teachers and that the school and the process were designed to be very safe. We said a prayer. I let them sleep with me. My daughter asked suspiciously: "Why are you letting us sleep with you?" like I knew something they didn't.

I hate that I had to tell them. My friend the next day said she hugged her kids extra hard at drop-off that morning and said, "See you after school!" like she always does, and her first-grader responded quietly: "Hopefully."

Tuesday, the day after March 27, 2023, I woke up next to my restless kids after a night filled with restless dreams. I thought about how the victims' families and friends were waking up and realizing it wasn't just a dream. The dawn brought some kind of clarity to my thoughts and my words started to come back, so I dashed out a social media post. Some of it is incorporated here, including the prayer below.

I know, thoughts and prayers, what do they do? We need action. And you're right. Everyone is fighting over what should be done: Mental health reform, gun reform, thoughts and prayers, love not hate. Why is the answer not: We need every bit of it, everything we can do? I cleared my desk and spent this morning researching sites on how to help the victims and their families, joining and donating to every gun-reform cause I could find, signed online petitions, and downloaded volunteer apps.

But I also prayed:

For the youngest victims, the ones I can't stop picturing, who I imagine loved so many of the things my kids do, and for all who love them;

For the oldest victims, who devoted their lives to working with children, and all who love them;

For the bravest men I have ever seen, the heroic police officers who charged forth fearlessly to save so many lives while risking their own;

For all who work in schools and protect our children each and every day despite the risks to their own safety;

For the medical personnel and the first responders, the helpers and the leaders, who did everything they could;

For Nashville, to come together like it always does when it hurts.

And a prayer for the obviously extraordinarily sad young person who committed these unthinkable acts and for their family. I don't know the answers, but I would hope we can all agree that one seemingly small but hugely effective step we can all take today and every day is to love instead of hate, reach out to the lonely, the different, the hurting.



Amy Everhart is a professional juggler of life and a Franklin-based intellectual property and entertainment lawyer.

PRACTICING PARENTS' SPOTLIGHT

It's not an easy feat managing a legal career and raising children, yet so many fellow LAW members do so with exuberance in light of very real and present challenges. On the heels of International Women's Day and with Mothers' Day around the corner, LAW would like to shine a spotlight on practicing parents who balance it all.



Leighann Ness

Raised in Hendersonville, Leighann Ness traveled to sunny San Diego, CA to earn her undergraduate degree from San Diego State University. She then returned to Tennessee to earn her law degree, *summa cum laude*, from The University of Memphis: Cecil C. Humphreys School of Law in 2012. She currently serves as Senior Operations Counsel at HCA in Nashville, TN.

Since Leighann embarked on her legal career while raising two children during law school, the Practicing Parents' Committee could not think of a better person to ask the question:

What tips do you have for working parents trying to manage it all?

LN: 1. Set Boundaries. Boundaries are necessary for success. Separate work time, family time, and even time for much needed self-care. Speaking of self-care, working parents need to find what makes them feel joyful, energized, calm and peaceful. Self-care could include reading a book, exercising, spending time with friends, meditating, listening to music, being in nature, crafting, and enjoying spa treatments. Find what works for you and do it!

2. Carve Out Intentional Quality Time. Turn off electronics and remove yourself from the daily hustle and bustle distraction to spend time with your children each day. Even if it is only for a few minutes, having one-on-one time with your children is so important. Let go of the idea of making the perfect dinner or finishing that load of laundry to instead spend time with your little ones. This time is precious, and it does go by so fast.

What about the hard times? Tell us about balance when times get tough.

LN: Know when to get help. Going through a divorce was one of the hardest moments I've experienced as a practicing parent. Finding a good therapist and carving out the time for therapy helped me learn how to set boundaries, take care of myself, and most importantly, connect with my children on a deeper level.



Jessica Cunningham Lim

Originally from Nashville, Jessica Cunningham Lim ventured out of state to earn her undergraduate degree, *summa cum laude*, from Samford University in Homewood, AL, and her law degree from the University of Virginia School of Law in 2014. Having served in various legal capacities over the years, both in D.C. and in Nashville, Jessica recently joined the law firm of Roberts Tate LLC, where she counsels and represents insurers on complex insurance coverage matters from the comfort of her home. The Practicing Parents Committee was excited to ask Jessica, a mom of three – including a new little one – what *advice she has for other parents navigating remote work while raising small children?*

JCL: It is so important to acknowledge and accept that you can only control what you can control. Sometimes life gets in the way, and you have to go with the flow and be honest with yourself about what you can and cannot do in certain situations and know that it's okay. I try to be as organized as I can to keep things running smoothly when I am in control. It's only a matter of time before your plans get interrupted – a little one spills food on themselves as you are walking out the door, and both your plans and their pants are ruined. Flexibility is key.

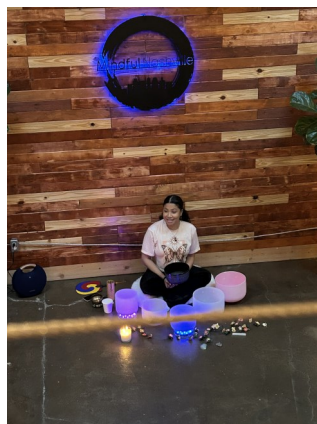
It is equally as important to be honest with yourself and others regarding expectations. As attorneys and parents, people often rely on us for a lot of things, but it is necessary to have an open and honest dialogue to ensure everyone knows what is expected. This is a key truth in the practice of law and serving in the important role as a parent.

What advice do you have for other new parents embarking on their career or navigating a career change?

JCL: As best as you can, steer clear from "imposter syndrome" and avoid having "mom guilt." Always stay true to yourself and who you want to be and encourage yourself. You are doing your best, and it's okay if you stumble; just get back up and shine. This advice is important for to all practicing parents to hear and receive, as we have all been there one time or another.

Health and Wellness + Networking Event

On the evening of March 23, the Health & Wellness Committee hosted a sound bath meditation session with Milly Roze who used Crystal Singing bowls to guide the group in breathwork, positive affirmations while bathing in sound. Afterward, the group met at Bearded Iris for a drink!



Thank You!



LAW extends a special **Thank You** to Rob Pinson of Adams & Reese, LLP, for offering his services *pro bono* in setting up the Lawyers' Association for Women - Marion Griffin Foundation. We appreciate you, Rob!

Don't forget to register for the Annual Meeting and Awards Banquet! A silent auction will kickoff fundraising for the Foundation.

For the rest of 2023, we are holding a "Creating a Legacy Campaign." Any donation of \$100 or more will be a Legacy Circle Donor.

Checks made payable to the LAW Foundation or Venmo will be accepted.

2022-2023 LAW BOARD OF DIRECTORS

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Health and Wellness
Morgan Bernard, Danielle Johns, Rachel Taylor

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Marion Griffin Women's Symposium 2023
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Thank you to our Sustaining Members who support the programs,

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Marion Griffin Chapter, P. O. Box 210436,
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