



INTER ALIA

NEWSLETTER OF THE MANATEE
COUNTY BAR ASSOCIATION

SEPTEMBER 2023

*News, invitations,
photos and more!*

**YLD: BACK TO
SCHOOL & DREAM
OAKS CAMP**

*Improving the Legal
Profession Through
Leadership Training*

IT'S ALL INSIDE!



Improving the Legal Profession Through Leadership Training

By Patrick Barnes, Esq., MCBA YLD President

I recently had the privilege of listening to a lecture about leadership by Jennifer Lemcke, CEO of Weed Man Lawn Care. As she broke down her criteria for being an outstanding leader, my brain reeled at the potential applications within the legal profession.

Leadership is a broad term with boundless applications in practically any situation. The question I asked myself during Mrs. Lemcke's lecture was simple: How are lawyers leaders? The answer is that lawyers lead in every moment of their career. Lawyers lead their staff, their clients, the community, and themselves.

Leadership skills should be fundamental in the foundation of lawyer training in law school and in the development of new lawyers. Ongoing leadership training is also essential for firm owners managers, and staff. Equipping all legal professionals with leadership tools can only improve the profession globally.

A few of the leadership essentials Mrs. Lemcke lectured on were: (1) empathy, (2) vulnerability, (3) humility, (4) balance, and (5) patience. *Jennifer Lemcke, CEO of Weedman – Mosquito Hero – Turbot*, Closing Retreat at Leadership Tampa Bay, June 9, 2023.

I began comparing these skills to my own practice and then to the general practice of law more broadly. Lawyers must have the emotional intelligence necessary to understand the viewpoints and feelings of others: empathy and inclusiveness. The most successful law firms are built around, and with the input from, their employees. Clients employ firms they feel they can trust and where they are heard. Failing to listen to or involve your staff in decision making can result in shortsighted planning or creating a non-inviting work environment.

Vulnerability and humility allow a lawyer to understand their strengths and weaknesses objectively. Lawyers often feel they must be flawless and carry the entire the burden themselves. In reality, true leaders have the humility to be vulnerable and create teams that sure up weaknesses and harness strength. A well-led team grows from the strengths of each member.

The combination of balance and strength fortify successful lawyers in the long term. Burnout within the profession causes high rates of turnover within firms and young lawyers leave the profession at alarming rates within the first three years. One reason for this startling finding is that law students and young lawyers are not looking at their career from a long-term perspective. They want to exit law school and make tons of money and make the changes in the world immediately, only to become disillusioned and exhausted upon the realization that these things take time.

A young lawyer with proper leadership training should know how to balance their profession with their other interests to prevent burnout. They should understand that a successful career takes time and should consider their career a marathon and not a sprint.

Law Schools must be on the forefront of providing leadership training in addition to the traditional lawyering training. Professors Leah Teague and Steven Risley were recently interviewed on Lawyer Zen Podcast about their leadership development program at Baylor University Law School, a program pushing the boundaries and leading the way for many other law schools. Professor Teague started the program based on lawyers serving in leadership positions but were not being intentional about it. Barnes, Patrick and Michael, host. "Leadership Development in Law School Education." *Lawyer Zen*, 12, Jul. 2023. <https://podcasts.apple.com/us/podcast/prof-leah-teague-prof-stephen-rispoli-leadership-development/id1681313338?i=1000620968987>.

The Baylor professors have an entire class devoted to strengthening students into leaders, and they continue to expand the curriculum into other classes as well. This movement is growing, and the American Bar Association, as of 2022, now requires law schools to teach about "professional identity formation" which Professor Teague believes is inseparable from leadership training. *Id.*

When Professors Teague and Risley began the leadership project at Baylor University, less than a dozen law schools were working on similar projects. Of the 200 ABA law schools Professor Teague tracks, there are over 100 schools with similar programs now. *Id.* Clearly law schools are identifying leadership skills as a cornerstone of a successful lawyer in addition to the traditional curriculum.

Beyond law school, young lawyers should be encouraged to seek mentors for realistic viewpoints on the practice. If a young lawyer is not fortunate enough to have a mentor at their firm or in their family, most bar associations have mentor programs that can place young lawyers with more experienced lawyers. Those willing to donate time for the betterment of the newer members of our profession likely already have the leadership skills engrained in them, and they can pass them along through mentorship.

The tremendous growth of leadership programs in law schools and mentor programs correlates to a greater need in the legal community for better leadership. Lawyers are businesspeople, managers, counselors, and representatives of their communities. No matter if a lawyer is a solo practitioner or partner at a major law firm, every lawyer leads in some capacity. Only good things can come from better leadership training.

Welcome New Members

Rainier J. Altieri, Esq.

Nova Southeastern University, 2022
 Year Admitted to The Florida bar, 2022
 Firm: Najmy Thompson, P.L.
 Area(s) of Practice: Real Estate,
 Business Law, Corporate Law

Hon. Kimberly Bonner, Ret.

Pepperdine University, 1990
 Year Admitted to The Florida Bar, 1990
 Firm: Kim Bonner Mediation
 Area(s) of Practice: Family Mediation

Joshua Harris, Esq.

Thomas M. Cooley School of Law, 2012
 Year Admitted to The Florida Bar, 2013
 Firm: Hamilton, Price & Marshall, PA

Robert D. Pollock, Esq.

Seattle University School of Law, 2019
 Year Admitted to The Florida Bar, 2020
 Firm: Blalock Walters, P.A.
 Area(s) of Practice: Litigation/Trial Advocacy/Advocacy

Rebecca Perra, Esq.

Dickinson School Of Law of Pennsylvania State
 University, 2002
 Company: Our Family Wizard
 Area(s) of Practice: Family Law, Dispute Resolution

Lex B. Sayre, Esq.

Stetson College of Law, 2022
 Year Admitted to The Florida Bar, 2022
 Firm: Lutz, Bobo & Telfair, P.A.
 Area(s) of Practice: Personal Injury,
 Medical Malpractice, Litigation/Trial Advocacy

PHKD ANNOUNCES FIRM UPDATE!



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Dream Oaks Camp Receives Donation From Young Lawyers Division



Grace Reeves, Past President of the MCBA YLD, at Dream Oaks Camp

This summer, Dream Oaks Camp, of the Foundation of Dreams organization, received a donation from the Young Lawyers Division to purchase much needed chairs for their cabin porches. The \$1000 donation was made possible through a grant from The Florida Bar. Dream Oaks Camp is the vision of founder, Eddie Mulock, a long-time MCBA member, to meet the needs of children with disabilities in Manatee County. The camp is designed to meet the needs of children with physical and developmental challenges. Way to go, MCBA YLD!

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FLORIDA BAR PRESIDENT SPEAKS AT BRADENTON KIWANIS

Recently, Florida Bar President and MCBA member, Scott Westheimer, spoke at Bradenton Kiwanis. President Westheimer gave a highly informative presentation regarding the purpose of The Florida Bar and its mission for the citizens of the State of Florida. The presentation concluded with a very interactive question and answer period.



President Westheimer speaks at luncheon.



Bradenton Kiwanis Member Neil Unruh presents "The Golden Ruler" to President Westheimer



Judge Gilbert Smith Jr., The Florida Bar President Scott Westheimer, Ray Bellamy, MCBA Past President Andrea Johnson, and MCBA President Aaron Crittenden

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Wednesday, September 27, 2023

Manatee Performing Arts Center- Kiwanis Hall
11:45 Lunch, Noon Meeting Start



Roger B. Handberg, US Attorney

Roger B. Handberg serves as the United States Attorney for the Middle District of Florida. The President nominated Mr. Handberg for the position in September 2022, and he was confirmed by the United States Senate in December 2022.

Prior to receiving the presidential nomination, Mr. Handberg served as United States Attorney in an interim capacity – appointed by order of Attorney General Merrick B. Garland in December 2021 and then by the Chief Judge of the United States District Court in April 2022.

Mr. Handberg joined the U.S. Attorney's Office for the Middle District of Florida (Orlando Division) in 2002. He is a career prosecutor who has served in various senior positions within the office, including as Criminal Chief (North), Chief of the Orlando Division, and Senior Litigation Counsel. During his career with the U.S. Attorney's Office, Mr. Handberg has specialized in the investigation and prosecution of public corruption and white collar crime cases. As part of his practice, he has successfully prosecuted more than \$500 million in fraud cases.

Prior to joining the U.S. Attorney's Office, Mr. Handberg served as a Senior Assistant Attorney General in the Economic Crimes Division for the Office of the Florida Attorney (Tallahassee) and as a litigation associate at King & Spalding (Atlanta). Mr. Handberg is a graduate of the University of North Carolina and Harvard Law School.

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Free for MCBA Members
Lunch is \$30 for guests

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Attorneys at Law

YOUNG LAWYERS GIVE TO BACK TO SCHOOL PROGRAM!

Recently, a lot of smiles were seen at the Big Brother Big Sisters Back to School event! The MCBA Young Lawyers Division participated by providing funds to purchase back to school necessities for area children. The YLD provided a \$500 donation to Big Brothers Big Sisters, provided by a grant from The Florida Bar. Just another example of all the MCBA does to enhance the life of others in Manatee County!





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The top three members, listed on a New Member Application as "Referred By" will win! Just sign up new members between now and June 1st, 2024! Winners will be announced at the Annual Meeting in June.

* New Members must not have been a member of the MCBA within the last 3 years.

Applications are online at www.manateebar.com



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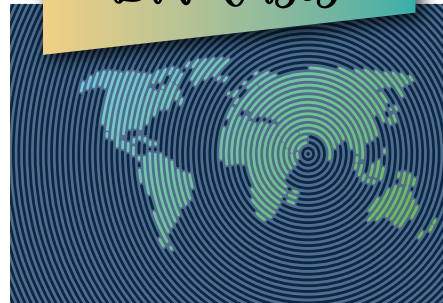
 **OCTOBER 20, 2023**
THE MEADOWS COUNTRY CLUB
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FULL-DAY CONFERENCE
featuring multiple sessions
and guest speakers

 5:00 - 6:00 pm
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- Full Conference including multiple sessions, breakfast, and lunch
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- Annual Membership

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Early Bird pricing good through August 31

STANDARD: \$225

Standard pricing good through September 30

LAST CALL: \$250

Pricing good through October 12

FLORIDA PSYCHOLOGICAL ASSOCIATION MEMBERS

CONFERENCE: \$150

CONFERENCE AND ANNUAL MEMBERSHIP: \$225

 **REGISTER**

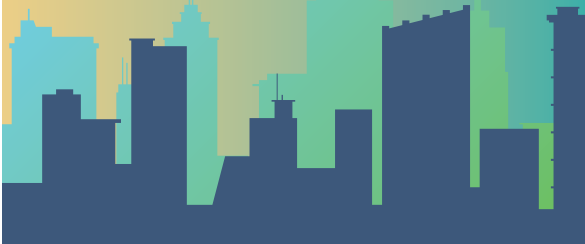
FamilyCourtProfessionals.com



GUEST SPEAKERS

Current lineup of speakers (more to be added):

- Monica Ausborn, Court Operations Manager, 12th Judicial Circuit
- Dr. April Harris-Britt, Psychologist
- Liliana Irwin, State Certified Court Interpreter, 12th Judicial Circuit
- Elena Permyakova, Baker Tilly
- Briggs Stahl, Baker Tilly
- James Stewart, Baker Tilly
- 12th Judicial Circuit Judges and Magistrates



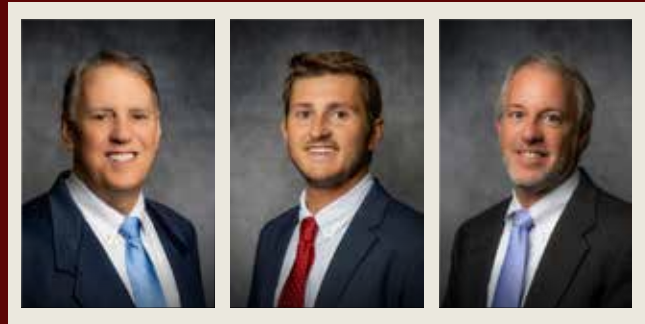
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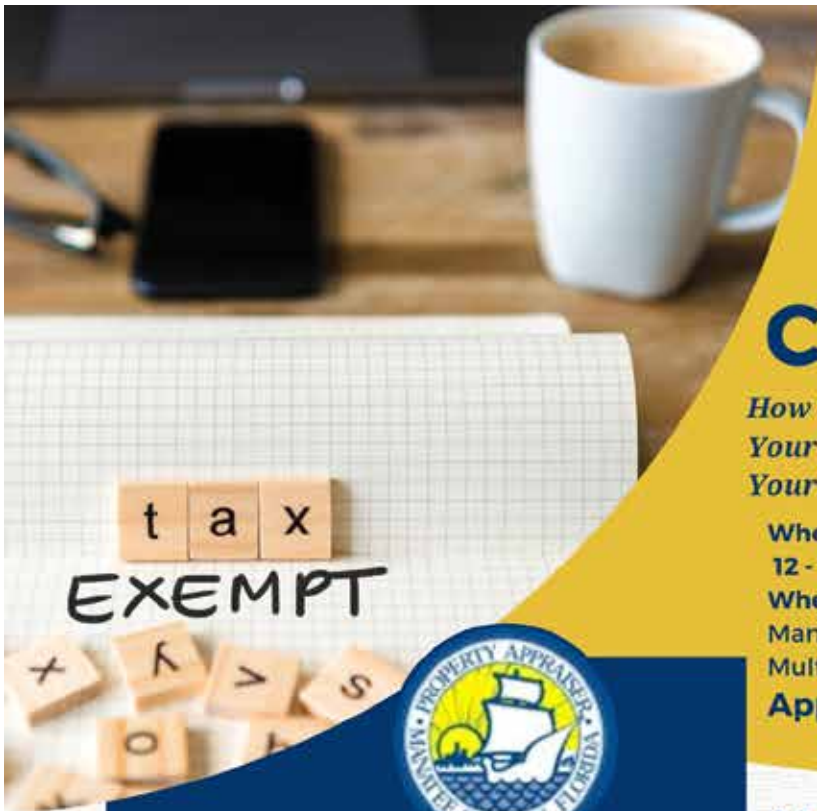
DATES TO REMEMBER!

Sat., Sep 9, 2023 Attorneys Night at The Rowdies
 Wed., Sep 27, 2023 General Membership Luncheon
 Tue., Oct 17, 2023 CLE: Probate & Guardianship Section
 Wed., Oct 25, 2023 General Membership Luncheon
 Fri., Dec 1, 2023 Holiday Party
 Wed., Jan 31, 2024 General Membership Luncheon
 Wed., Feb 28, 2024 General Membership Luncheon
 Wed., March 27, 2024 General Membership Luncheon
 Fri., May 10, 2024 Annual Spring Beach Party Social
 Wed., May 29, 2024 General Membership Luncheon
 Wed., June 26, 2024 General Membership Luncheon

**Dates are subject to change*

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CLE COURSE

How to Make Exemption Issues Easier for Your Clients, Your Property Appraiser, and Yourself

**When: Tuesday, October 17th, 2023,
12 - 1:30 pm.**

**Where: Manatee County Judicial Center, 1051
Manatee Ave. W., Bradenton, FL 34205 8th Floor
Multipurpose Room**

Approved for 1.5 General Credits



About The Presenter, Scott Tussing:

Scott Tussing has been employed with the Manatee County Property Appraiser's Office since 1993. Scott graduated from The University of Michigan in 1986 with a Bachelor of Arts degree in Economics. He serves as the Director of the Public Service and Exemptions Department. His department oversees the homestead status for over 100,000 parcels with current homestead exemptions, and over 2,000 parcels with Greenbelt exemptions, as well as other exemptions available under Florida law.

**Jeffrey S. Goethe, Esq.,
Chairman of MCBA
Guardianship & Probate Section**

About the Course:

As Florida's property values and population continue to grow beyond expectations, the statutory and constitutional property tax exemptions are more valuable than ever. Scott Tussing will share his extensive real-world experiences to help attendees guide their clients qualify, maintain, and protect these increasingly valuable exemptions and avoid pitfalls that result in the denial of an application, the loss of exemptions, or, even worse, the retroactive assessment of back taxes, penalties and interest.

\$10 for MCBA Members
Only MCBA members may attend - space is limited!

[CLICK HERE TO REGISTER](#)

When registering, click the date, time, and then enter your information. Questions? Email Graceann at mcba@manateebar.com Lunch included.

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- Chairman, Florida Bar Council of Sections 2018-2019
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- Elective share and surviving spouse rights
- Homestead issues
- Guardianship administration and litigation
- Veteran's benefits




Jeffrey S. Goethe, Esq.

- Admitted to the Florida Bar in 1990
- Florida Bar Board-Certified in Wills, Trusts & Estates
- Fellow, American College of Trust and Estate Counsel
- Past President, Manatee County Bar Association
- Member, The Florida Bar Rules of General Practice and Judicial Administration Committee
- J.D., The University of Tennessee College of Law



M. Brandon Robinson, Esq.

- Admitted to the Florida Bar in 2015
- United States Dept. of Veteran's Affairs Accredited Attorney
- Combat Veteran, United States Marine Corps
- Volunteer Judge, Manatee County Teen Court
- J.D., Stetson University College of Law



Kevin M. Colver, Esq.

- Admitted to the Florida Bar in 1997
- Member, Manatee County Bar Association
- LL.M., Taxation, University of Florida

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Member:
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 Manatee County Bar Association

MEMBERS OUT & ABOUT

In August, member Gilbert Smith, Jr. was spotted at the Manatee Performing Arts Center where his new book, Champions of Children, debuted. The two-volume set was a labor of love by Smith as he documented many projects Bradenton Kiwanis had been part of over the past 100 years! The crowd of friends, family and colleagues joined in the celebration with lite bites and beverages sponsored by Bradenton Kiwanis and the event can be viewed on METV's YouTube channel, here: <https://www.youtube.com/watch?v=iCDDPyv2tdA>



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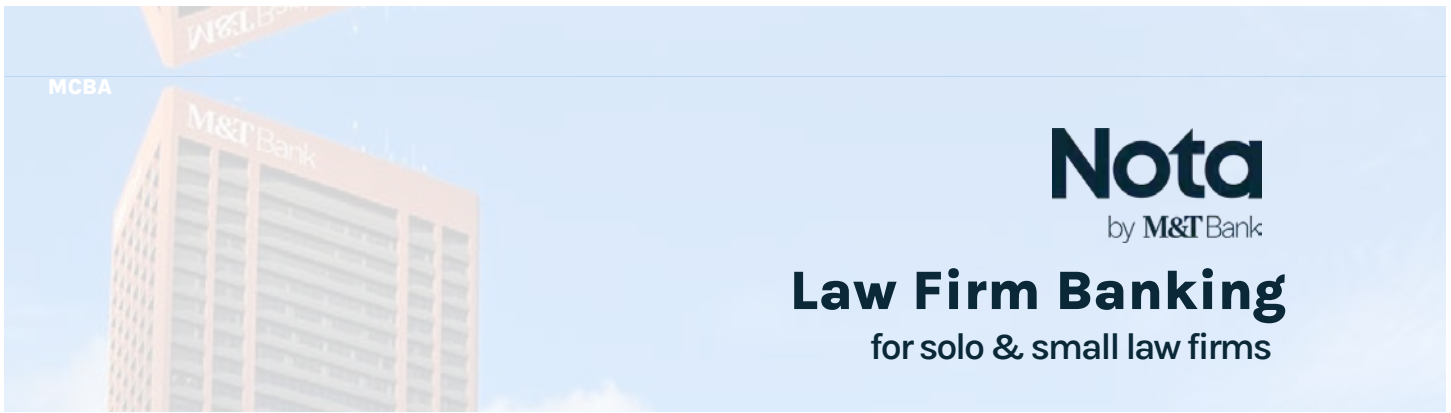
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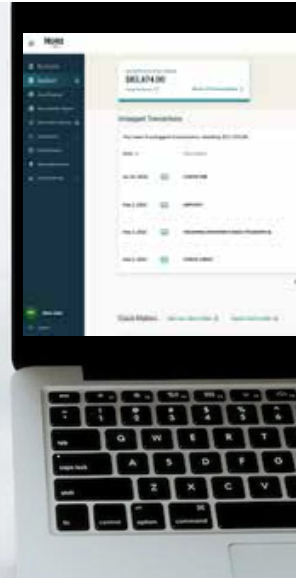
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