

President's Perspective
By Diane O'Steen

I am sure you all know that I have been in the "Bar" business for a very long time. My long tenure has allowed me the opportunity to know many wonderful people through the Atlanta Bar Association and the National Association of Bar Executives.

One of the retired Bar Executives, whom I love and respect more than words can describe, published "Handling a Hummingbird, the ABC's of Bar Management" about the time he retired which is "a product of reflection rather than of research." This book has become my constant companion. It is what I take to read on planes, the only place in the world where I can really concentrate.

From this book comes this sage advice, "... no one of us is as smart as all of us. This is why we utilize committees, sections and forums — to give us the benefit of differing opinions. As someone said long ago, 'the best decisions are those formed from consensus and compromise'."

Like our Bar Associations, NABE has plenty of committees, sections and forums and each is being led by talented Bar representatives. The success of the recent mid-year meeting in Philadelphia was the result of many months of planning and follow-through by members of the Program Committee, led this year by Rod Wegener. Rod and his committee members (Janice Ambruso, Susan Andres, Julie Armstrong, Tom Barletta, Cheryl Bruce, Sam Clinch, Trisha Graham, Tim Hazen, Susan Jacobs, Pat Kelley, Sherry King, Jeannine McCoy, and Julie Rowe) produced fabulous programs. Ken Shear and Dan Cirucci from the Philadelphia Bar Association were invaluable with all their help and threw the very best block party any of us have ever attended. To see and hear Fabian was a special treat — and no, he was not on a walker, he looked darn good to me! We all are indebted to John Norwine and the members of his sponsorship committee who raised an unbelievable \$32,500 to help defray the cost for this entire meeting.

The new "Buddy" program was kicked off by Membership Committee chair KaLyn Laney and was more successful than we ever imagined. Be sure to sign up to be a Buddy for the annual meeting — you will have lots of fun and get to make a new NABE friend. All the Committees, Sections and Forums will be wrapping up this year's activities in the next few months. Be sure to sign up for the committee of your choice when you receive information from Tom Tinder, our President-Elect. The committee will benefit from your opinions.

The author of Handling a Hummingbird, Xavier Onassis, also said, " We are truly never too old or too wise to learn." I look forward to learning with you at the next NABE-sponsored event. You are loved and missed Xavier!

Communication Section Honors Ginger Banks, Arlene Abady

Ginger Banks, retired director of the State Bar Texas Public Services Division, was honored at the NABE Midyear Meeting Membership Luncheon with the presentation of the Communications Section E.A. "Wally" Richter Communications Leadership Award. Arlene Abady, managing editor of *The Colorado Lawyer* at the Colorado Bar Association (CBA) was presented with the first Anne Charles Award for Distinguished Service to the NABE Communications Section. ([click here for photo](#))

Banks, long active in the NABE Communications Section and an exemplary bar communicator, was recognized for her creativity and leadership in advancing the art and science of public relations. Throughout her 25 year tenure with the State Bar of Texas, Banks was a reliable and insightful source of advice and inspiration to her colleagues. They also admire and benefit from her story telling skills and sense of humor that is as dry as Texas tumbleweed.

Banks' service to the section included serving on its executive council as both a member and as secretary. She headed the section's Communications Audit Service Committee and chaired the NABE Public Service Activities Committee. A frequent contributor to NABE and section programs as a panelist, presenter and moderator, Banks always brought new understanding to her subject matter. The Richter Award is recognizes outstanding achievement in the field of communications, for extraordinary service to colleagues in the National Association of Bar Executives. It is named for Wally Richter, retired director of communications at the Missouri State Bar and the preeminent bar communicator.

Abady was recognized for her distinguished and significant volunteer activities on behalf of the section throughout her more than 20-year tenure with the CBA. She has chaired the annual communications workshop program, served on the executive council and has served on nearly every section committee in every available capacity from chair to worker bee. She proposed and developed the section's Luminary Awards program that recognizes distinguished work in public relations, electronic communications and publication. Abady's enthusiastic and energetic support for the section and her colleagues is legendary.

The Anne Charles Award was created to honor the memory of Anne Charles, director of communications at the State Bar of California, who served the section by chairing committees, serving on the executive council, mentoring new members, and representing the section's interests with the NABE Board of Directors.

The NABE Board still wants you....

The deadline for filing petitions for positions on the 2002 — 2003 NABE Board of Directors is March 15, 2002. In January, Jack Harkness — chair of the elections

committee — sent all NABE members an email message to solicit candidates for the following offices:

Vice President — One year term (The vice president automatically becomes president-elect in 2003 and president in 2004). In order to be eligible for vice-president, candidates must have served at least one term on the Board of Directors and must be employed at a local bar association.

As of March 1, no member has filed a petition for nomination in this position.

Secretary — One year term. The secretary takes the meeting minutes of NABE and board of directors meetings.

As of March 1, no member has filed a petition for nomination in this position.

State Bar Director — Two-year term. The state bar director represents its constituents from state bar associations at all board of directors meetings.

Keith Norman, Executive Director, Alabama State Bar, has filed a petition for nomination in this position.

Local Bar Director — Two-year term. The local bar director represents its constituents from local bar associations at all board of directors meetings.

Frank Moran, Executive Director, Boston Bar Association, has filed a petition for nomination in this position.

Director-at-Large — Two-year term. The director-at-large acts as a constituent for all bar associations at all board of directors meetings.

Janet Sosin, Director of Bar Services, Illinois State Bar Association, has filed a petition for nomination in this petition.

The NABE Board of Directors meets five times each year: twice at the Annual Meeting, once in the fall, once at Midyear Meeting and once in the spring. More information about the election, including the petition form and a detailed list of officers' responsibilities can

be found on the home page of the NABE web site (www.nabenet.org). If you have questions or need more information about the election or positions available, please contact Shelley Joksimovic, NABE Staff Director at (312) 988-5354 or joksimos@staff.abanet.org.

Following are bullet points summarizing action taken at the January 29th NABE Board meeting and the January 31st NABE Membership Business Meeting

NABE Board Meeting -- January 29, 2002

After a strategic planning session facilitated by Elizabeth Derrico, the Board proposed the following vision statement for NABE. "In 3 years, NABE is a diverse, inclusive organization that is meeting the professional development and quality of life needs of its members and empowering them to play leadership roles both within their organization and the broader community." The Board welcomes input from the membership on this vision statement; comments should be sent to President Diane O'Steen.

President Diane O'Steen and President-elect Tom Tinder attended a joint meeting of the presidents and presidents-elect of NABE, NCBP and NCBF in December. The meeting was very helpful and those present pledge to continue such meetings.

NABE is in good shape financially and will probably meet its projected net for the Philadelphia Midyear meeting due to higher than anticipated registrations and sponsorship income.

At the suggestion of Sandra Brydon Smith of the Erie Bar Association, the Board will conduct a survey, in the next available newsletter, to find out which bar associations have teleconferencing facilities.

The Board heard a report from Program Committee Chair Rod Wegener. The leadership theme will be continued at the Annual Meeting in Washington, DC. The Program Committee wants to tap into resources there, including speakers from Capitol Hill.

The Board received a report from Dan Kittay on his efforts to restructure and reorganize the directory structure of the web site, to make it easier to update.

NABE Membership Business Meeting -- January 31, 2002

President O'Steen thanked Fran Sandweg from Legal Directories for his sponsorship of the meeting and for taking pictures for the NABE Pictorial Directory. She also thanked West Group for sponsoring the breakfast this morning.

John Hixon, ABA Director of Midyear and Annual Meeting Services, explained the change in policy for ABA meeting registration. Beginning with the Annual Meeting in Washington, DC, bar executives will have to pay a \$95 registration fee to the ABA; however, the registration fee for bar leaders will be reduced from \$300 to \$95. Meeting registration and housing reservations will be on one form, and registration will be available online in a few weeks.

Tom Edmonds, NABE delegate to the House of Delegates, reported that the House will continue work on the Ethics 2000 report and also consider issues related to military tribunals. The House is expected to take up the Multijurisdictional Practice report at the Annual Meeting in August.

Communications Section's 2002 workshop will be held in Alexandria, VA from September 24-28.

Administration & Finance Section is planning a technology show for the 2003 Midyear Meeting in Seattle.

Government Relations Section held its state legislative workshop outside Washington, DC for the first time this year. It was a highly successful meeting in Austin, TX. The tentative dates for the 2002 workshop are November 14-16 in Atlanta.

The Chief Staff Executives Retreat will be held immediately prior to the BLI in Chicago. Among the topics will be a practical workshop on employee performance; a workshop on balancing work and family; and breakouts based on size of bar.

Partners in Success

Wanted by the NABE Board Directors:

NABE members who have made a significant contribution to success of our association, the only organization devoted to the professional and personal development of bar executives. Do you know someone whose activities and dedication to NABE have are worthy of emulation and recognition? Then please nominate that member for the honor of being named, "A Partner in Success" by the NABE Board of Directors.

Who is eligible?

Any member of NABE is eligible for the award.

What are the award criteria?

The award(s) will be presented in accordance with the level of commitment and contribution to NABE during the current membership year (June 2001-May 2002). These contributions may include but are not limited to: participating in a special project or

activity such as a Task Force; serving on a committee; recruiting new sponsors; making an extra effort to welcome new members; and, sharing a really brilliant idea for improving NABE.

When is the deadline for nominations?

The deadline is Friday, April 5, 2002.

Where should I send my nomination form?

You may email your nomination to joksimos@staff.abanet.org using the attached form (preferred) or complete the form available in pdf format and fax it to Shelley at (312) 988-5492.

Who decides on the recipients?

The NABE Board of Directors decides on the recipients. There is no limit to the number of members that may be honored as "Partners in Success."

When will the awards be presented?

The awards will be announced at the NABE Annual Meeting Membership Luncheon on August 8, 2002 at the Omni Shoreham Hotel, Washington, D.C.

If you didn't attend the NABE Midyear Meeting here are just a few of the things that you missed. . .

Jerry Brightman teaching us about revolutionizing our leadership skills (speaker materials).

An enlightening, moving and fascinating panel discussion of September 11 and its aftermath and the impact on the staff and volunteers of four of the effected bar associations featuring Patricia Bucklin, executive director, New York State Bar Association, Barbara Berger Opatowsky, executive director, Association of the Bar of the City of New York, Marilyn Flood, executive director, New York County Lawyers' Association and Katherine Mazzaferri, executive director, District of Columbia Bar. The panel was moderated by Craig Landy, president, New York County Lawyers' Association.

The chance to sample American, Thai and Tex-Mex cuisine, dance a bit, have your face painted (photos) and memorialize it all with a photobutton at the NABE party at the Reading Terminal Market.

Presentation of the 2002 Cindy A. Raisch Award (photo) to the Association of the Bar of the City of New York and the New York County Lawyers' Association for its immediate response to the World Trade Center disaster. The LRS quickly organized a panel of volunteer attorneys, and coordinated the provision of entirely fee legal services to victims. The program coordinated with iLawyer (the authorized Internet vendor for ABA approved LRIS programs) to set up an emergency Web site. This enabled the LRS to enter and track referrals as well as to check for conflicts of interest. Procedures were established to allow the staff of the New York State Bar Association LRIS and the Bar Association of Essex County (NJ) to enter data directly into the iLawyer/Legal Referral Service database. This data entry feature, coupled with an agreement to take calls on the NYSBA's toll-free disaster assistance number, enabled the LRS to expedite assistance to victims when its own lines and staff were overwhelmed. It also provided toll-free access to family members from out of town who had lost relatives or had other 9/11 related legal issues.

Tips for bringing the Bar Leadership Institute from a panel of experts: Karyn Linn, field service representative, ABA Division for Bar Services, Barbara Earle, Director of Local Bar Services, Annual Meeting and Law Student Division, State Bar of Texas, Elaine Nanney, Assistant Executive Director, North Carolina Bar Association, Karen France, executive director, Clearwater Bar Association and Terry Scheid, Bar Services Coordinator, New York State Bar Association.

A discussion by Mary Howerton, executive director, Mecklenburg Bar Association, John Norwine, executive director of the Cincinnati Bar Association, Cheryl Bruce, executive director, State Bar of New Mexico and Richard Kraft, chair, State Bar of New Mexico Leadership Institute Planning Commission, on how to train bar members to be successful leaders and to develop leadership training programs.

A chance to visit with NABE Midyear Meeting Sponsors (listing) and find out about their products and services with one-stop shopping. Many thanks to those vendors who contributed so generously to support the 2002 Annual Meeting Program.

An inspirational speech by United States Supreme Court Justice William Kennedy at the NCBP-NABE-NCBF Joint Luncheon. Justice Kennedy discussed a new program exploring American values and civic traditions, Dialogue on Freedom.

An all-out celebration of the Philadelphia Bar Association's 200th anniversary with a lively party that featured famous Philly foods such as Tasty Cakes, Hoagies and Cheese Steaks and fabulous, rockin' entertainment that included Danny and the Juniors, the Crystals and Fabian.

NABE would like to extend a special thanks to our sponsors!

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NCBP/NABE working together

The success of any bar association can often be measured by the effective working relationship between the volunteer policy making board and the executive staff members. The same is true with the interrelationship between the national organizations for bar officers(National Conference of Bar Presidents) and for bar executives(National Association of Bar Executives).

In the past few years, several impressive actions have been undertaken to enhance the cooperative efforts of these two groups, including joint programming efforts at the annual and mid-year meetings, coordinated actions in acquiring financial support, and better utilization of staff expertise from the ABA's Division of Bar Services.

Of particular note is the decision by the Division in 2000 to set up a work session of the Presidents of the two groups, and also the President of the National Conference of Bar Foundations, to do the necessary planning and coordination of the programs of the three entities. Last year, that session was expanded to include the three Presidents-elect which made for an even better experience.

Furthermore, the governing boards of NCBP and NABE were scheduled to have a combined meeting last fall, but the terrorist attacks forced its postponement. Nevertheless, the groups are moving forward to have this joint event during September,2002.

It is clear that there are several areas of interest that can be considered and pursued to provide more efficient programs and services for Bar Presidents and Bar Executives. Some of these relate to membership dues structures, publications, operations, and programming. Making NCBP and NABE better service oriented organizations for their members is the overriding objective for the groups' leaders. Watch what happens!