

THE
RICHMOND
LAWYER



THE OFFICIAL PUBLICATION OF THE RICHMOND BAR ASSOCIATION
VOL. 34 | ISSUE 1

SUMMER

20
25

**THE RBA
WELCOMES
2025-2026
LEADERSHIP**

*Leading With Hope and
Kindness: 5 Ways to Be a
Better Leader*
Christine O'Connell, Ph.D

**THE BAR ASSOCIATION OF
THE CITY OF RICHMOND**

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EDITORIAL POLICY

The Richmond Lawyer, published by the Richmond Bar Association (RBA), holds the primary goal of keeping RBA members informed about the latest happenings, events, and developments within the organization. *The Richmond Lawyer's* mission is to provide timely and relevant information that supports the professional and personal growth of our members.

The Richmond Lawyer welcomes submissions of articles concerning legal topics of interest to Richmond legal professionals. Criteria for publication include the article's quality, its substantive value, its interest to Richmond lawyers, and the originality of its subject matter. Submissions that relate to cases pending before any court or agency will not be accepted.

The Richmond Lawyer maintains editorial independence to ensure unbiased reporting and to avoid conflicts of interest, with editorial decisions made without undue influence from external parties or RBA leadership. It is important to note that opinions expressed in articles do not necessarily represent the explicit opinions of the RBA. The Richmond Bar does not provide legal advice. The Richmond Bar staff does not perform independent research on submitted articles.

Any errors will be corrected promptly and transparently, with corrections clearly marked and published in the subsequent issue. The publication is committed to protecting the privacy of its members, ensuring personal information is not shared without consent and used solely for publication purposes.

By adhering to this editorial policy, *The Richmond Lawyer* aims to provide a high-quality, informative, and engaging publication that serves the needs of the Richmond Bar Association community.

Readers are encouraged to provide feedback and contribute to the publication, with feedback directed to aholland@richmondbar.org. *The Richmond Lawyer* accepts advertisements relevant to the legal profession, with all advertisements adhering to our ethical standards and subject to approval and payment.

Full Editorial Policy & Calendar available upon request

Articles for submission, feedback, and other communications regarding *The Richmond Lawyer* should be sent to Annie M. Holland, Executive Director via email at aholland@richmondbar.org or by mail sent to P.O. Box 1213, Richmond, Virginia, 23218.

When the first radio broadcast aired in Richmond in 1925, the Richmond Bar Association was already 40 years strong.



**The Richmond Bar Association.
Since 1885.**



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RBA CALENDAR OF EVENTS

JULY

- 1st | Pro Bono Committee Chair & Chair-Elect Meeting | 2:00 PM | Zoom
- 4th | RBA Office Closed
- 9th | RBA Office Closed
- 10th | RBA Summer Associate Social | 5:30 PM - 7:30 PM | Sine's Irish Pub
- 14th | Pro Bono Committee Meeting | 12:30 PM | Zoom
- 24th | Programs Committee Meeting | 3:00 PM | Zoom
- 31st | Membership Committee Meeting | 3:00 PM | Zoom

AUGUST

- 4th | Executive Committee Meeting | 12:30 PM | Zoom
- 20th | Sponsors Committee Meeting | 12:30 PM | Zoom

SEPTEMBER

- 1st | RBA Office Closed
- 2nd | Executive Committee Meeting | 12:30 PM | Zoom
- 4th | Board of Directors Meeting | 12:30 PM | Hunton Andrews Kurth
- 8th | Pro Bono Committee Meeting | 12:30 PM | Zoom
- 18th | Programs Committee Meeting | 12:30 PM | Zoom
- 25th | Communications Committee Meeting | 12:30 PM | Zoom
- 26th | Membership Committee Meeting | 12:30 PM | Zoom
- 29th | Executive Committee Meeting | 12:30 PM | Zoom

IN THE NEWS

If you've recently landed a new job or promotion, share the good news with the Richmond Bar. Include your full name, your company's name and location, your new title and your areas of concentration in your email. Announcements can be e-mailed to aholland@richmondbar.org or mailed to Annie Holland, at P.O. Box 1213, Richmond, VA 23218.

RBA HOSTS FIRST PRO BONO DAY OF SERVICE IN JUNE

In June, the Richmond Bar Association's Pro Bono Committee hosted its first-ever Pro Bono Day of Service: Court Watch Edition—a powerful, hands-on experience focused on access to justice in the Richmond region.

The day began with coffee and conversation at the Legal Aid Justice Center before participants walked to the John Marshall Courthouse to observe the unlawful detainer docket in action. Along the way, the group heard from a representative from the Clerk's Office and had a candid discussion with Judge Matthew T. Paulk about the realities of housing law and the importance of pro bono service.

The event drew 18 attendees, including practicing attorneys and law students from Gentry Locke, Nelson Mullins, O'Hagan Meyer, Central Virginia Legal Aid Society, and the University of Richmond School of Law.



THE RBA PURPOSE

The purposes of the Bar Association of the City of Richmond are to:

- cultivate and advance the cause of jurisprudence;
- to facilitate and improve the administration of justice;
- to promote the delivery of legal services to the entire community;
- to promote an increased understanding by the public of the legal system and respect for the law;
- to inculcate and enhance the highest standards of ethical conduct, integrity, dignity and honor;
- to continue the legal education of its members; and
- to encourage courtesy among all members of the legal profession, including Bench and Bar.

WWW.ANDERSTOONS.COM



"It's even worse. It's a cease, desist, and knock it off already."



With the start of a new Bar year, I am honored to serve as President of the Richmond Bar Association for the 2025–2026 term. I want to thank our members, committees, and leadership for the work that brought us to this point. The strength of the RBA continues to be reflected in its steady commitment to professionalism, collegiality, and service.

Over the past year, the RBA delivered a robust calendar of programs and events that upheld our mission while adapting to the changing needs of the legal profession. From high-quality CLEs to meaningful networking opportunities, the Association remained focused on providing resources that support lawyers at every stage of their careers. As we look ahead, I want to acknowledge that success and thank all who contributed to it.

Now, as we begin this new year, I encourage you to take a moment to renew your RBA membership if you have not already done so. Your continued participation supports the work of the Association and allows us to grow. I also ask that you consider inviting a colleague to join you at an upcoming event and then also encourage them to become a member. The RBA offers tremendous value- through programming, connection to the judiciary, and the professional relationships it fosters- and there is no better time to share that experience with others.

One of my key goals for this year is to engage more fully with young lawyers and law students. They represent the future of the profession, and we have an opportunity to offer them not just access to programming, but a true sense of belonging in the legal community. To support this effort, we also hope to increase the involvement of more experienced lawyers and members of the judiciary in mentorship and leadership roles. These relationships are essential to building a strong, well-rounded Bar and help ensure that knowledge and support are passed on from one generation to the next.

We are fortunate to have many members of the bench who remain active in the RBA, and I want to thank them for their continued engagement. Their participation in events, panels, and informal socials contributes immeasurably to the collegial environment that defines our Association.

In the months ahead, we will continue to offer the programs our members have come to value, including the Bench-Bar Conference, CLEs, and a variety of section-sponsored socials. At the same time, we are introducing new initiatives designed to bring even more value and community into our work. This includes a new golf tournament and a series of lunch and learn sessions, both of which will offer fresh opportunities for members to connect in meaningful ways.

There is much to look forward to this year. I hope you will continue to stay involved, invite others to do the same, and take advantage of the many ways the RBA supports its members and strengthens our legal community

“ The RBA offers tremendous value- through programming, connection to the judiciary, and the professional relationships it fosters- and there is no better time to share that experience with others. ”

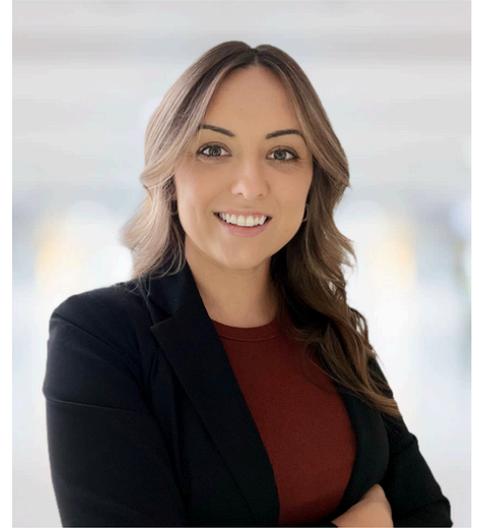
- Jen West

FROM THE EXECUTIVE DIRECTOR

THE YEAR AHEAD: WHAT I'M EXCITED TO BUILD TOGETHER

The start of a new Bar year is always an energizing time at the Richmond Bar Association. There's a sense of possibility that comes with turning the page and setting our focus for the year ahead. As we begin the 2025–2026 term, our goals remain clear: to grow our membership, to create more opportunities for meaningful connection, and to continue offering the high-quality programs and support our members expect.

Throughout the past year, I had the privilege of speaking with many of you --- at events, in committee meetings, or even in passing at the registration table. What I continue to hear is that members find value in the community we've built here. The Richmond Bar Association is not just a list of events or CLEs. It's a professional home, and I am committed to keeping that experience strong, accessible, and relevant.



This year, the Association is especially focused on creating more pathways for engagement across experience levels. We're looking closely at how to connect law students, summer associates, and young lawyers with our more seasoned members in ways that feel natural and beneficial. Mentorship is not always formal. Sometimes, all it takes is a conversation at a luncheon or a new face at a committee meeting. We hope to make space for more of those moments.

I also understand that engagement can take many different forms. Some members thrive in structured settings like committee work, section leadership, or helping plan events. Others prefer to show up quietly, attending a CLE, scrolling through this magazine, or checking in with a colleague over coffee. And that's okay. There is no single way to participate in the Richmond Bar. What matters is that you feel a sense of connection when you engage, however you choose to do so. Our job is to keep those doors open and to make every interaction, big or small, feel worthwhile.

**“ OUR GOALS REMAIN CLEAR:
TO GROW OUR MEMBERSHIP,
TO CREATE MORE
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AND TO CONTINUE OFFERING
THE HIGH-QUALITY
PROGRAMS AND SUPPORT
OUR MEMBERS EXPECT. ”**

As always, I encourage you to take full advantage of your membership. Whether that means attending your first section meeting or reaching out to someone new at an event, the RBA exists to make those connections possible. Every member brings something valuable to this Association, and there is always room for more participation, more ideas, and more voices.

The RBA belongs to its members. Whether you are brand new to the profession or have been practicing for decades, there is a place for you here—and always room to be more involved, in a way that fits your time, your interests, and your season of life. I look forward to seeing how this year unfolds and to help make space for connection in all the ways it happens.

The 2025-2026 bar year will officially begin on June 1, so don't forget to renew your membership dues in the online portal! If you have any questions or need help with the process, please reach out to the RBA office.

- Annie Holland

JOIN THE RICHMOND BAR ASSOCIATION

CONNECT. LEARN. LEAD.

Your community for professional growth, trusted connection, and meaningful career impact.

As the oldest bar association in Virginia, the Richmond Bar Association has been a cornerstone of the region's legal community since 1885. With more than 1,300 members, the RBA is where legal professionals at all stages of their career come to find connection, support, and community.

GROW YOUR NETWORK

Build relationships that matter. From casual socials to signature luncheons with leading legal minds, RBA events foster genuine connections across firms, courts, and practice areas.

LEAD WHERE IT COUNTS

Shape the future of the profession through opportunities to serve on committees, join sections, and support critical initiatives that advance justice, integrity, and the rule of law.

BE A PART OF SOMETHING BIGGER

Whether you're new to practice or a seasoned veteran, the RBA offers a professional home where your voice is valued and your contributions make a difference.

ENJOY EXCLUSIVE MEMBER BENEFITS

Discounted CLE rates, free events, leadership opportunities, access to The Richmond Lawyer, our updated member portal, and more.

READY TO JOIN OR RENEW?

Visit www.richmondbar.org or contact us at (804) 780-0700 to learn more.

RICHMOND BAR COMMITTEE UPDATES

Awards & Honors Committee

The Awards & Honors Committee is seeking nominations for annual RBA Awards- the John C. Kenny Pro Bono Award, the Young Lawyer of the Year Award, the Hunter W. Martin Professionalism Award, and the Hill-Tucker Public Service Award.

More information on award criteria can be found on the RBA website.

Communications Committee

The Communications Committee is pleased to continue their efforts to create timely, valuable content for both *The Richmond Lawyer* and for the RBA social media accounts.

The Committee is always looking for articles to include in *The Richmond Lawyer*! Submit your articles to: aholland@richmondbar.org.

Continuing Legal Education Committee

The CLE Committee is working hard to put on a full calendar of fall CLE seminars. Topics include A.I. vs. the billable hour, case law updates, employment law updates, immigration law, DEI/DEIB, and injunction rules.

Full schedule and sign ups to come late this summer!

Judiciary Committee

The Judiciary Committee is keeping an eye on any upcoming or potential vacancies on the Bench for Richmond, Hanover, Henrico, and Chesterfield.

Membership Committee

The Membership Committee is excited to continue the Summer Associate Program this year, with a breakfast in June and a social in July.

As we enter renewal season at the RBA, the committee will begin tracking membership renewals and doing outreach to those not yet renewed.

Programs Committee

The Programs Committee is looking forward to a full year of RBA programming including the Richmond Ivy Soccer Game, Member Appreciation Social, Golf Tournament, Awards Luncheon, Holiday and Spring Cocktail Parties, and the Law Day Luncheon.

Details on those events coming soon!

Pro Bono Committee

The Pro Bono Committee hosted the first Pro Bono Day of Service in June. The program was met with praise and the committee plans to continue to find more ways to remain involved in the pro bono space in Richmond.

Sponsors Committee

The Sponsors Committee is looking for Select Sponsors for the 2025-2026 bar year, as well as individual event sponsors.

To learn more about what benefits RBA sponsorship can offer your organization, email aholland@richmondbar.org or bjones@cblaw.com.

RICHMOND BAR UPDATES - NEW CHAIRS ELECTED

BANKRUPTCY SECTION



Justin F. Paget
Hunton Andrews Kurth
Chair-Elect



Jennifer M. McLemore
Williams Mullen
Chair-Elect

CORPORATE COUNSEL SECTION



Kenneth T. Stout
Old Dominion Electric Cooperative
Chair

FAMILY LAW SECTION



Laurel E. Via
Winslow, McCurry & MacCormac
Chair



Taylor R. Fisher
Kinsale Insurance
Chair-Elect

REAL ESTATE SECTION



George W. Gray, III
Kerns & Kastenbaum
Chair



Samuel Y. Lee
Williams Mullen
Chair-Elect

YOUNG LAWYERS SECTION



Reilly C. Moore
Hunton Andrews Kurth
Chair



Katherine M. Rockwell
VA Hospital & Healthcare Association
Chair-Elect

BUSINESS LAW SECTION



W. Ashley Burgess
Sands Anderson
Chair



Melvin E. Tull, III
Tull Law
Chair-Elect

ENVIRONMENTAL & ENERGY SECTION



Jasdeep S. Khaira
Troutman Pepper
Chair



Katherine E. Kulbok
Office of the Attorney General
Chair-Elect

LITIGATION SECTION



Kasey Hoare Michelle
Spotts Fain
Chair



Clay S. Hester
Spotts Fain
Chair-Elect

SENIOR LAWYERS SECTION



William F. Seymour
Florance Gordon Brown
Chair



Douglas D. Callaway
Chair-Elect



MEET THE 2025-2026 BOARD OF DIRECTORS

A DYNAMIC YEAR AHEAD FOR THE RICHMOND BAR ASSOCIATION

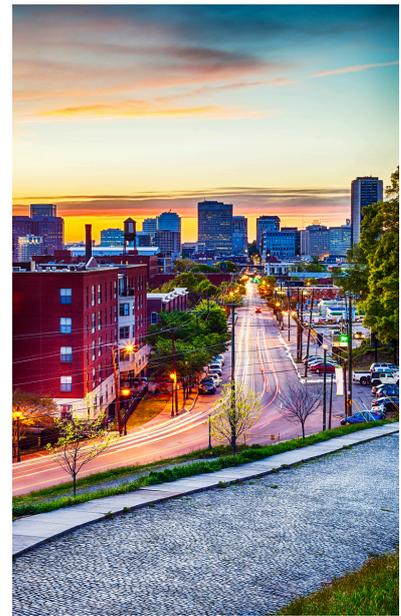
The Richmond Bar Association begins the 2025–2026 bar year with a Board of Directors that reflects the breadth and diversity of Richmond’s legal community. With 29 members, including one Honorary Vice President and one Virginia State Bar Council Representative, this year’s Board brings together established leaders and new voices across a wide spectrum of practice areas and professional roles.

The Board is led this year by President **Jennifer J. West** of Spotts Fain, whose longtime commitment to the RBA and deep roots in the Richmond legal community position her well to lead during a pivotal year. She is joined by President-Elect **W. Benjamin Pace** of Williams Mullen, Vice President **John A. Merrick** of Merrick Brock, Secretary-Treasurer **Belinda D. Jones** of Christian & Barton, and Immediate Past President **Deanna H. Hathaway** of Kinsale Insurance. All four bring a collaborative and future-focused approach to Board governance.

This year’s Executive Committee also welcomes two new additions: **Belinda D. Jones**, who joins the Executive Committee in her role as Secretary-Treasurer, and **Judge Mark R. Colombell** of the U.S. District Court for the Eastern District of Virginia, who will serve as the RBA’s Honorary Vice President. Their insight and leadership will be instrumental as the Association continues to evolve and grow.

Thirteen members are new to the Board this year, a significant milestone that reflects the RBA’s ongoing commitment to engaging emerging leaders and strengthening its connection to all parts of the legal community. New members include:

- All current section chairs, each bringing a direct line to their practice areas and section members.
- **Kyle Elliott**, who joins the Board as the RBA’s representative to the Virginia State Bar Council. Elliott is Vice President of Capitol Square Strategies, LLC, where he serves as both a lobbyist and attorney for a wide range of clients across Virginia.
- Three new at-large directors: **Barry Gabay**, **Bill Norris**, and **Jeremy Williams**, who each offer fresh perspectives and a deep commitment to the profession.



Jennifer J. West 25-26 RBA President

Jen West serves on Spotts Fain’s executive committee and is president of the firm. She focuses her practice on creditors’ rights, commercial litigation, insolvency, workouts and foreclosure. She primarily represents banks and other lending institutions, with a particular focus on community banks.

In 2019, Jen was appointed to the Panel of Chapter 7 Trustees for the Eastern District of Virginia, Richmond Division. In this role, she is responsible for the administration of Chapter 7 cases to which she is assigned.

Jen also dedicates a significant portion of her practice to bankruptcy, representing creditors in Chapter 11, Chapter 7, Chapter 12, and Chapter 13 proceedings. She primarily handles matters involving commercial debtors, but also represents creditors in consumer matters. She has experience representing Chapter 7 Trustees in fraudulent conveyance actions, avoidance actions, and liquidation of various types of real and personal property.

These additions infuse the Board with renewed energy and a wide range of experiences, from early-career enthusiasm to long-standing legal leadership

The 2025–2026 Board represents a healthy cross-section of the profession, including attorneys from large firms, solo and small practices, in-house counsel roles, and public service positions. Members come from a variety of settings: traditional law firms, corporations, the judiciary, higher education, nonprofit institutions, and professional associations.

Among the organizations represented are:

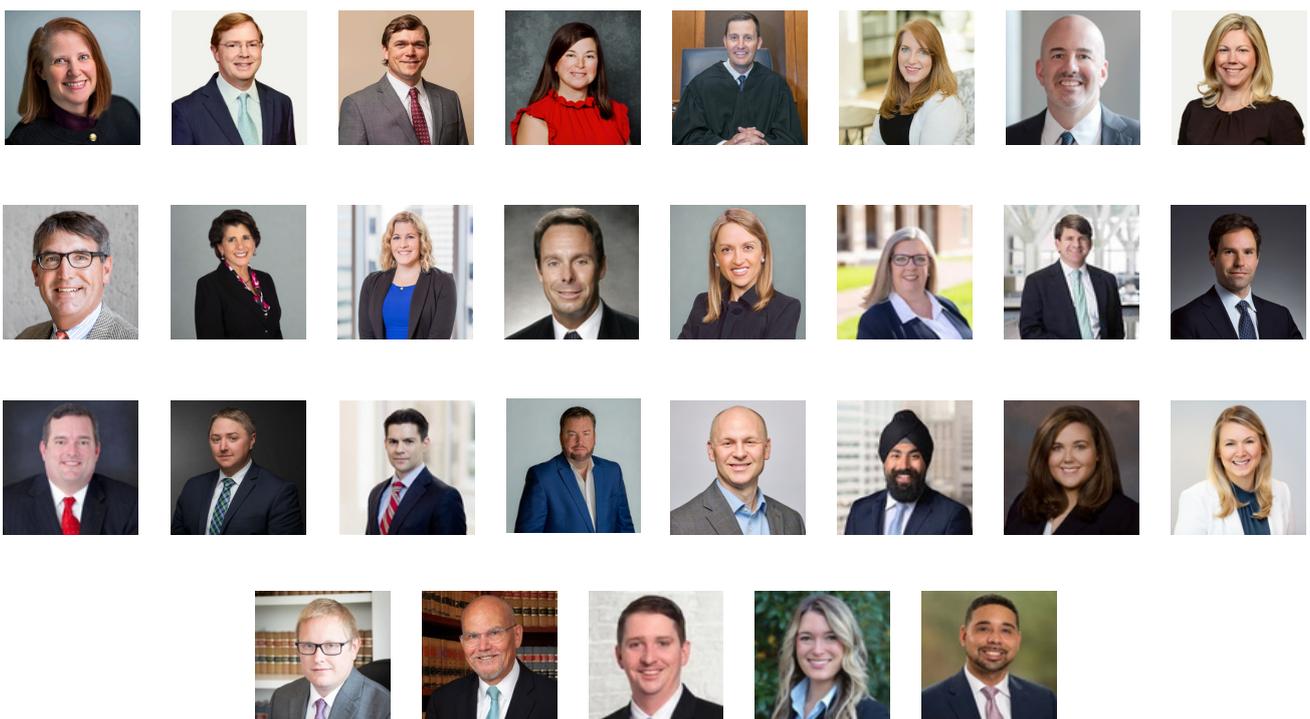
- **Law Firms:** Spotts Fain, Williams Mullen, McGuireWoods, Christian & Barton, Merrick Brock, Hirschler, Kutak Rock, Sands Anderson, Eckert Seamans, Troutman Pepper, O’Hagan Meyer, Moran Reeves Conn, Winslow McCurry & MacCormac, Byrne Canaan Law, Suyes Law, Burtch Law, Kerns & Kastenbaum, and Florance Gordon Brown
- **Corporate & Nonprofit Counsel:** Kinsale Insurance, Old Dominion Electric Cooperative, Capitol Square Strategies, and the Virginia Hospital & Healthcare Foundation
- **Academic & Judicial:** Virginia Commonwealth University and the U.S. District Court, EDVA

This balance of backgrounds ensures that decisions made by the Board are informed by the wide-ranging needs and interests of the broader legal community. Whether managing firm operations, appearing in courtrooms, or mentoring the next generation of legal professionals, these Board members understand firsthand the challenges and opportunities facing today’s practitioners.

As the Association continues to implement its 2025–2029 Strategic Plan, this year’s Board will play a key role in advancing member engagement, modernizing communication, deepening sponsorship efforts, and fostering a more inclusive legal community. The RBA’s core values of connection, service, and professionalism remain central, and this year’s Board is poised to lead with purpose.

Throughout the year, members will see the Board’s work reflected in new programming, responsive initiatives, and continued efforts to make the Richmond Bar Association a dynamic and welcoming space for every legal professional.

The 2025-2026 Board of Directors



RBA HONORED WITH VSB AWARD OF MERIT FOR SUMMER ASSOCIATE PROGRAM

The Richmond Bar Association was honored to receive the 2025 Award of Merit from the Virginia State Bar's Conference of Local and Specialty Bar Associations (CLSBA) for its innovative and impactful Summer Associate Program. The award was presented at the CLSBA Awards Breakfast held in Virginia Beach in June.

The Summer Associate Program was recognized for its unique approach to connecting law students with Richmond's legal community, offering meaningful professional development and fostering long-term engagement with the bar. The program reflects the RBA's ongoing commitment to cultivating the next generation of legal professionals and building a welcoming, inclusive bar.

Executive Director Annie Holland, RBA President Jennifer J. West, and Membership Committee Chair John Badman accepted the award on behalf of the Association.

"This program has become a cornerstone of our summer outreach," said Holland. "It's a great example of how we're innovating while staying true to our mission."

The RBA thanks its Membership Committee and all participating firms for making this program a continued success. A special thanks to Miles & Stockbridge, who graciously sponsored the breakfast.



Membership Committee Chair, John Badman IV and Chair-Elect, Dylan D. Bishop

Summer Associate Breakfast Welcomes Record Crowd



The Richmond Bar Association welcomed more than 50 summer associates and nearly 30 RBA leaders to its second annual Summer Associate Breakfast in June, doubling attendance from its inaugural year.

Held at the Country Club of Virginia, the event provided an informal opportunity for law students working in Richmond to meet judges, attorneys, and RBA leaders from across practice areas. The breakfast is part of the RBA's broader Summer Associate Program, designed to connect emerging legal talent with the region's legal community.

The RBA extends its thanks to all who attended and helped make the event a success. Special thanks to the team at Miles & Stockbridge for their sponsorship and support!

MARK YOUR CALENDARS FOR THESE FALL RBA EVENTS

We're not saying goodbye to summer just yet, but fall is full of opportunities to connect with your legal community. Mark your calendar now for these can't-miss RBA events!

RBA GOLF TOURNAMENT

Monday, October 6, 2025
Lakeside Park Club | 12:00-7:00 PM
Scramble- all skill levels welcome!

Join fellow RBA members, colleagues, and sponsors for 18 holes of fun and friendly competition on a championship course.

Your registration includes golf, boxed lunch, post-play awards social, and swag.

\$115 per player

Sponsorships available (including beverage cart and awards social)

Boxed lunch served near registration; social to follow play

Registration deadline: Sept. 26

MEMBER APPRECIATION SOCIAL

Details of this event coming soon - keep an eye on your inboxes and the RBA social media channels!

BENCH-BAR CONFERENCE

Tuesday, October 21, 2025
8:00 AM - 2:00 PM
Greater Richmond Convention Center

\$140 per person

Special rates available for government attorneys and law clerks

Sponsorship opportunities available

Details and registration coming in August at richmondbar.org.

KYLE R. ELLIOTT
CAPITOL SQUARE STRATEGIES**FAVORITE THING ABOUT PRACTICING IN RICHMOND?**

My favorite part of practicing law in Richmond is the diversity of legal practices and professionals in the city. As the capital of Virginia and the center of its legal community, Richmond is home to the state government, the Fourth Circuit Court of Appeals, and the Supreme Court of Virginia. This makes it a natural hub for attorneys from a wide range of geographic regions and practice areas. I've had the privilege of working in government, at a large law firm, in-house, and now in lobbying. Across all of these roles, one constant has remained: the attorneys I work with in Richmond are consistently collegial and consummate professionals.

WHAT IS THE BEST ADVICE THAT YOU'VE EVER RECEIVED?

When I clerked for Judge Gerald Bruce Lee, he told me, "A lawyer should always wear a watch." His point was simple but powerful: a lawyer's time is their currency. Being punctual shows respect for your clients, the court, and your colleagues. Phones can die or be out of reach—but if you wear a watch, you'll always know the time. I've worn one every day since.

**WHAT IS THE MOST REWARDING PART ABOUT YOUR CURRENT ROLE?**

As Vice President of Capitol Square Strategies, LLC, I serve as both a lobbyist and attorney for a wide range of clients across Virginia. I'm fortunate to work with organizations that are committed to advocating for legislation and public policies that improve the lives of all Virginians. When your clients' missions align with your own values, the work becomes especially meaningful. Today, instead of advocating in a courtroom, I represent my clients before the Virginia General Assembly.

IF YOU COULD TELL YOUR LAW-STUDENT-SELF ONE THING, WHAT WOULD IT BE?

When I started law school, my dream was to clerk for Judge Posner and become a sports agent. But along the way, I discovered a love for the courtroom—and for politics and the power of public policy to improve lives. I never imagined I'd have a career in lobbying, but it turns out to be the perfect blend of my passions. My advice: keep an open mind, say yes to opportunities, and be willing to discover what you love—even if you think you already know.

WHAT DOES YOUR PERFECT WEEKEND OFF LOOK LIKE?

My perfect weekend starts with a Friday night out in the city with my fiancé (soon-to-be wife) at one of our favorite restaurants. Saturday is for catching up with friends over a round of golf and lunch. On Sunday, I unwind by grilling in the backyard with our chocolate lab, Blaze, and then closing out the weekend with our favorite TV show.



The Right Audience. The Right Association.

Advertise in The Richmond Lawyer and stay top of mind.

Get in front of more than **1,300 legal professionals.**

Direct access to **attorneys, judges, and firm leaders.**

Affordable, high-impact advertising for firms & vendors.

10 issues per bar year- consistent visibility.

Associate your brand with Virginia's **oldest bar association.**

Contact Annie Holland, Executive Director, at aholland@richmondbar.org for more information.



The Richmond Bar
Association

PRO BONO BULLETIN

The Central Virginia legal community's guide to Pro Bono opportunities throughout the area.

This bulletin is made possible by the RBA Pro Bono Committee & the following Pro Bono Partners:

[Central Virginia Legal Aid Society](#)

[Legal Aid Justice Center](#)

[Greater Richmond Bar Foundation](#)

[University of Richmond School of Law](#)

[Virginia Poverty Law Center](#)

Virginia Free Legal Answers - American Bar Association

Who: Attorneys **When:** Any time **Where:** Virtual

ABA Free Legal Answers is a project of the American Bar Association's Standing Committee on Pro Bono and Public Service. The purpose of the website is to increase access to advice and information about non-criminal legal matters for those who cannot afford it. Attorneys eligible under certain criteria will be authorized to use the system and to respond to user's requests. You will only answer questions you choose to answer.

The Triage Project - Central VA Legal Aid Society & Greater Richmond Bar Foundation

Who: Attorneys **When:** Varies **Where:** Case dependent

This innovative Private Bar led pro bono project identifies "Triage Champions" in critical substantive law areas where CVLAS lacked the resources to provide full representation. These Triage Champions recruit and train like-minded pro bono volunteers to join their virtual law firms in their respective practice areas. Cases are managed on JusticeServer – a volunteer portal.

If you would like to volunteer for one of our Triage practice areas, please contact Lisa Bennett, CVLAS Triage Coordinator, at lisa@cvlas.org or Vera Thoms at admin@grbf.org.

Community Tax Law Project

Who: Attorneys, Accountants, Enrolled Agents **When:** Ongoing **Where:** Virtual

CTLP handles approximately 800 represented and brief advice cases each year. We have a critical need for volunteers to assist with our very large caseload. If you are interested in becoming a member of CTLP's Pro Bono Panel, please take a moment to complete the attached Pro Bono Survey for [attorneys](#) or [accountants and enrolled agents](#). For more information, please call (804) 358-5855 or email info@ctlp.org.

CancerLINC

Who: Attorneys **When:** Varies **Where:** Varies

CancerLINC is a local non-profit that LINC's cancer patients and their families to legal resources to solve the non-medical obstacles that arise with a cancer diagnosis. Common legal issues include: wills, trusts, uncontested guardianship & custody, public benefits denials, employment, housing & landlord/tenant issues, and bankruptcy.

Pro Bono Housing Unit - Legal Aid Justice Center

Who: Attorneys **When:** Varies **Where:** Virtual

As a volunteer for the LAJC Pro Bono Housing Unit, you will provide remote legal advice to low-income Richmond tenants at risk of eviction. LAJC provides trainings, sample pleadings, and manuals for volunteers. For more information, email Lauren King, Esq. at laurenking@justice4all.org.

Looking for more Pro Bono opportunities? Check out JusticeServer.org.

JusticeServer is a tool that enables attorneys to easily volunteer their time for pro bono cases from one or more legal services providers. And more importantly, it allows them to connect with clients in need of their legal expertise where they can have the greatest impact.

LEADING WITH HOPE AND KINDNESS: 5 WAYS TO BE A BETTER LEADER

Five Qualities of a Great Leader: Hope, Trust, Gratitude, Strength, and Purpose

Leadership isn't just about making decisions or hitting targets, it is about inspiring, empowering, and creating a culture where people feel valued. The best leaders don't just manage; they uplift. By fostering hope, trust, and a strong sense of purpose, leaders can help their teams thrive.

1. Lead With Hope and Vision

Hope is a job that starts at the top. A 2025 Gallup Poll found that 56% of people believe hope is the most important trait in a leader. When employees see a leader who believes in a better future, they are more engaged, motivated, and resilient. Hope fuels optimism, encourages problem-solving, and helps people navigate challenges with confidence. Leaders should share their vision clearly, celebrate progress, and remind their teams that they are part of something meaningful.



2. Foster a Culture of Trust

Trust is the foundation of strong leadership. When teams trust their leaders, they collaborate more effectively, take creative risks, and perform better. Research shows that employees in high-trust environments are not only more productive but also happier and healthier.

Trust isn't built overnight—it comes from consistency, transparency, and genuine connection. Leaders should communicate openly, follow through on commitments, and actively listen. By doing so, they create a culture where people feel safe and supported.

“Leading with empathy, active listening, and genuine care creates an environment where people feel valued and motivated.”



Christine O'Connell, Ph.D.
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Christine O'Connell, Ph.D., is an affiliate faculty at Stony Brook University and was formerly the founding associate director of the Alan Alda Center for Communicating Science, where she built a curriculum and helped researchers with effective communication. She was affiliated with the Broad Institute of MIT and Harvard. O'Connell's research focuses on empathetic communication, art and science collaborations, and communication bias and stereotypes for women in STEM. She is the executive director of Riley's Way Foundation.

3. Practice Gratitude and Invest in Well-Being

Gratitude isn't just a nice gesture, it's a leadership superpower. Studies show that when leaders express appreciation, employees feel more engaged, satisfied, and loyal. A simple "thank you" can go a long way in building a positive work culture. But beyond words, investing in whole-person health, including mental, emotional, and physical well-being, ensures that employees feel valued and supported, and helps avoid burnout. Burnout affects your bottom line. A Workhuman and Gallup poll found that workplace turnover due to burnout alone is 15-20% of payroll. Investing in whole-person health creates a deeper connection to the organization and builds workplace community. Supporting work-life balance, encouraging wellness, and recognizing individual contributions create an environment where people stay, and can do their best work.

4. Empower Others by Recognizing Their Strengths

Great leaders don't just correct mistakes, they amplify strengths. A strengths-based leadership approach leads to higher engagement, better performance, and stronger teams. Instead of focusing on weaknesses, leaders should recognize what their team members excel at and give them opportunities to shine. Great leaders also recognize their own strengths and lean into those. When people feel seen for their talents, they gain confidence, take ownership, and contribute more meaningfully.

5. Lead With Kindness and Purpose

Leadership isn't about being the loudest voice in the room, it's about lifting others up. Kindness isn't a weakness; it's a powerful leadership tool. Leading with empathy, active listening, and genuine care creates an environment where people feel valued and motivated. And having a clear purpose beyond just profits or productivity helps inspire others to work toward something bigger than themselves.

The greatest leaders inspire, uplift, and leave a lasting impact.

The Leadership We Need Today

In a world filled with uncertainty, strong leadership matters more than ever. The best leaders don't just focus on results, they focus on people. By fostering hope, trust, and purpose, they create workplaces where individuals feel empowered, supported, and driven to make a difference. As Maya Angelou wisely said, "A leader sees greatness in other people. He or she can't be much of a leader if all she sees is herself." The greatest leaders inspire, uplift, and leave a lasting impact.

Article Source: [Here](#)

A PERFECT NIGHT FOR SOCCER: RBA AT THE RICHMOND IVY

More than 50 members, families, and friends turned out for the Richmond Bar Association's first-ever Family Night at a Richmond Ivy game. and it couldn't have been a better evening!

Sponsored by Courier One and Christian & Barton, the event offered a relaxed, family-friendly way to kick off summer. The rain held out just long enough, and once the sun dipped below the horizon, the weather was ideal for cheering on the Ivy in their final home game of the season.

Guests enjoyed food, drinks, lawn games, and time to connect with colleagues outside the courtroom. Thanks to those who came out and enjoyed the game!



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