



F.A.W.L. JOURNAL

A Publication of the Florida Association for Women Lawyers

APRIL 2003

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RECOGNITION AT THE CAPITOL

Frank Alarcon, Deputy Secretary, FL Dep. of Juvenile Justice ; Michelle Suskauer, President, Palm Beach FAWL and FAWL Mentor Chair; Tod Aronowitz, President, The Florida Bar



FAWL CHAPTER PRESIDENTS & REPRESENTATIVES

FAWL EXECUTIVE COMMITTEE

- ▶ **Siobhan H. Shea**561-655-4114
President shea@sheappeals.com
- ▶ **Dinita James**813/261-7858
President-Elect djames@fordharrison.com
- ▶ **Susan W. Fox**813/273-4212
Immediate Past President swf@macfar.com
- ▶ **Mary K. Wimsett**352/374-3656
Treasurer mkw@circuit8.org
- ▶ **Deborah Magid**305/530-2732
Secretary deborahmagid@miamisao.com
- ▶ **Vene M. Hamilton**954/894-9333
Journal Editor venelaw@netscape.net
- ▶ **Frances Grace Cooper** ..941/308-3080
Membership fran@seeyouincourt.net
- ▶ **Carolyn C. Coukous**941/262-8800
Public Relations ccc1@ntrs.com
- ▶ **Julie Koves**407/275-4451
Treasurer-elect mkoves@aol.com
- ▶ **Pat Stephens**850/894-0055
Executive Director fawl@fawl.org

- ▶ **Diane Baccus-Horsley** ..321/727-9888
Brevard: diane_baccus_horsley@law.com
- ▶ **Jamie Finizio-Bascombe** .954/532-8200
Broward: finlawpa@attbi.com
- ▶ **Sharon Glickman**954/752-7701
Broward: sharonglickmanpa@aol.com
- ▶ **Meenakshi A Hirani**407/599-7199
Central Florida: hiranimeena@yahoo.com
- ▶ **Kristen M. Jackson**407/926-5764
Central Florida: kmjacklaw@aol.com
- ▶ **Howard M. Rosenblatt** ..352/373-7100
*Clara Gehan:*Howard_Rosenblatt@MONY.com
- ▶ **Arlene F. Austin**941/514-8211
Collier: afaustin@att.net
- ▶ **Gayle B. Carlson**813/229-2900
Hillsborough: lawgbc@tampabay.rr.com
- ▶ **Robin L. Rosenberg**727/824-6199
Hillsborough: rrosenberg@hkklaw.com
- ▶ **Amy Sullivan Croft**904/355-1700
Jacksonville: acroft@ybw.com
- ▶ **Patricia M. Dodson**904/632-2424
Jacksonville: pmd@bthemym.com
- ▶ **Carolyn Delizia**941/334-4121
Lee: carolyn.delizia@henlaw.com
- ▶ **Carol Masio McGuire** ...941/741-8121
Manatee: cmasio@hkklaw.com
- ▶ **Janet L. Fuller**352/629-7511
Marion
- ▶ **Deborah Magid**305/530-2732
*Miami/Dade:*deborahmagid@miamisao.com
- ▶ **Chantale Leif Suttle**305/665-3399
Miami/Dade: clsuttle@aol.com
- ▶ **Jill K. Satterwhite**850/429-1888
Northwest: jkslaw@bellsouth.net
- ▶ **Theresa Kraft**561/488-0401
NOVA Southeastern: kraft@nsu.law.nova.edu
- ▶ **Michelle R. Suskauer** ...561-687-7866
Palm Beach: suskauerlaw@aol.com
- ▶ **Dana M. Santino**561/659-1183
Palm Beach: dsantino@bellsouth.net
- ▶ **Donna Rose**727/443-2999
Pinellas: vonall4him@aol.com
- ▶ **Drucilla E. Bell**727/588-9551
Pinellas: dru@globalawfirm.com
- ▶ **Sherri L. Johnson**941/952-1070
Sarasota: sjohnson@dentcook.com
- ▶ **Carrie Turner**305/512-7385
St. Thomas: catt808z@aol.com
- ▶ **Jennifer Suarez**813/207-0272
Stetson: suarezj@law.stetson.edu
- ▶ **June McKinney-Bartelle** ...850/414-3771
Tallahassee: June_McKinney-Bartelle@oag.state.fl.us
- ▶ **Patricia A. Baldwin**561-337-5100
Treasure Coast: pabaldwin@worldnet.att.net
- ▶ **Trisha L. Dellinger**386/615-9007
Treasure Coast: trishad@mikepyle.com

FLORIDA ASSOCIATION FOR WOMEN LAWYERS • P.O. BOX 15998 • TALLAHASSEE, FL 32317-5998 • 850/894-0055
ADVERTISE WITH FAWL ... IN PRINT OR ON-LINE. CONTACT PAT STEPHENS AT THE FAWL OFFICE OR FAWL@FAWL.ORG

AWARDS

Sherri L. Johnson
Dent & Cook, P.A.
330 S. Orange Ave
P.O. Box 3259
Sarasota, FL 34230
941/952-1070 Fax: 941/952-1094
sjohnson@dentcook.com

BYLAWS

Meenakshi A Hirani
2265 Lee Rd., Ste. 109
Winter Park, FL 32789
407/599-7199 Fax: 407/622-2120
hiranimeena@yahoo.com

HISTORIAN

Wendy Loquasto
District Court of Appeals
1st District, State of Florida
Tallahassee, FL 32399-1850
850/487-2267, x176 Fax: 850/488-7989
loquastow@flcourts.org

JUDICIAL ETHICS ADVISORY COMMISSION

Ellen Malasky
1300 N. FL. Mango Road, Ste. 15
West Palm Beach, FL 33409
561-712-9900 Fax: 561-478-8753
emalasky@malaskylaw.com

LIASION – EQUAL OPPORTUNITIES LAW SECTION

Alison Bethel
Ofc of the Attorney General
110 SE 6th Street, Fl 9
Ft. Lauderdale, Fl 33301-5001
954/712-4608 Fax: 954/712-4826

LIASION - NCWBA

Dawn Siler-Nixon, President
Ford & Harrison LLP
101 E. Kennedy Blvd #900
Tampa, FL 33602
813/261-7800 Fax: 813/261-7899
dsiler-nixon@fordharrison.com

LIAISON-VIRGIL HAWKINS FL CHAPTER OF THE NATIONAL BAR ASSOCIATION

June McKinney Bartelle, FAWL Rep.
Office of the Attorney General
PL-0 the Capitol
Tallahassee, FL 32399-1050
850/414-3771 Fax: 850/488-5074
June_McKinney-Bartelle@oag.state.fl.us

MENTOR CHAIR

Michelle Suskauer
Ste. 1200, 1601 Forum Place
West Palm Beach, FL 33401
561/687-7866 Fax: 561/688-0581
suskauerlaw@aol.com

NOMINATING

Sharon Glickman
6270 NW 44th Street
Coral Springs, FL 33067
954/752-7701 phone or fax
sharonglickmanpa@aol.com

PUBLIC SERVICES/AMICUS CHAIR

Hayley M. Brady
Fowler White
221 2nd Street, 5th Floor
Fort Myers, FL 33901
941/334-7892 Fax: 941/334-3240
hbrady@fowlerwhite.com

SCHNEIDER FUND

Diane T. Peterson
Vice President, Mellon Bank
1645 Palm Beach Lakes Blvd.
West Palm Beach, FL 33401
561/689-9593 peterson.d.@mellon.com

SPONSOR ADVISORY

C. J. Weinman
First District Court of Appeal
P.O. Box 10531
Tallahassee, FL 32302-2531
850/922-6998, x163 Fax:
weinmanc@flcourts.org



President's Message

By Siobhan Helene Shea



is no space available. A suitable place has not been found. Regardless of where she lives and what she faces, she has to make the right choices and accept responsibility for them. She is strong willed and stubborn. She can use that resiliency to succeed and to stick to the right choices.

When I first visited FIG two and a half years ago construction of the entire facility was not complete and they still used the restraint chair for worse case scenarios. I plowed through background checks, fingerprinting, and the myriad of forms the institution requires of mentors. I returned to the facility to help prepare for a visit from Supreme Court Justice **Barbara Pariente** and Florida Law Related Education Director **Annette Boyd Pitts**. The chair, a grim reminder of the vestiges of juvenile detention, was still sitting on the ward when I began a mentor program started by Palm Beach County FAWL. Developed under the leadership of **Michelle Suskauer**, the program pairs women attorneys with inmates. Its success as a mentor program derives in part from the fact that the volunteers have a finite commitment (one breakfast and book each month) and no exhausting paperwork to fill out. No sooner does an attorney volunteer than she is paired with a girl in detention. Each month we read a book and the young women do a book report, which they share with us over a breakfast visit. What they really need is to talk to someone who will listen.

Since its opening, I have followed the progress of FIG and the young women entrusted to its care. I have listened to Director, **Jacqueline Layne** and Assistant Program Director **Roderick White** share with tenderness the lives of the girls they are shaping to return to our communities. It is hard enough to parent in

► PRESIDENT, Page 4

HELPING JUVENILES AT RISK IN FLORIDA

Ribbons of stainless steel razor wire lace the front entrance of the Florida Institute for Girls, framing a flawless blue sky. A red-tailed hawk soars above, silhouetted by sunlight. I press the button and am admitted within the heavy electronic doors to the highest risk detention facility for juvenile women in the State of Florida. Within thick concrete walls, inside a ten foot square cell without a window, blooms a young beautiful woman struggling to understand life, yearning to be free.

My friend waits for me behind these concrete walls. She waits to talk about the book we both read. It is a romantic fantasy about going home, going home to a place where you will be loved and successful. We both are eager to talk. Eager to talk about last month. She is in here for a series of bad mistakes, made by a child. I understand this young woman. She is every young woman wanting to be loved and happy and successful. Her blue eyes sparkle with happiness as she tells me she is going to be an aunt herself. She is nineteen and her new adult status makes her proud. She is unique and has a spark of beauty and hopefulness. She doesn't hate the parents who abused and neglected her. She doesn't dwell on the men who raped her. She doesn't hate the administration that confines her. She is, in that regard, remarkably innocent and pure.

Last month we had a setback. She tried to write to an unknown male prisoner serving a life sentence. It is

possible she was trying to do something good for a person many people would see as hopeless. It was against the rules of her confinement and she did it anyway. When I arrived for my last visit the situation had just come to a head. She tearfully told me that she had lost the level 5+ status she had earned for her good behavior in prison.

Now we laugh at how we were both mad at each other. She was disappointed in me, because she felt I was taking sides with the administration. I was mad at her, because I believe in her and was disappointed in her mistake and her reluctance to accept responsibility for it. I explain the difference in empathy and sympathy. I will not pity her and do not want her to feel sorry for herself. I know she can make the right choices. I empathize with her disappointment in her decision and the consequences of her choice. I think she can learn a lot from it. Learn to develop and listen to her conscience, the small inner voice that questioned the decision in the first place. That is the same inner voice made her feel "jumpy" when she stole and broke her curfew.

When she gets out she will be bombarded by choices and I want her to make the right ones. I want her to choose to protect herself and follow the rules. I don't want her ever to be hurt or break the law again. I know she can make it.

When she gets out of this prison, does she have a place to stay that is not a home where she was not neglected and can transition to living an independent and constructive life? No. There

this day and age, but how do you re-train a child who has been raised on the streets, a crack baby who grew up in poverty and crime to live as a law abiding, healthy and productive adult? Maybe it's just a small start, but the girls we are mentoring at FIG are making the honor roll in their prison classes. They are reading and thinking and talking and we are listening. We are hoping they get on the honor roll for life.

When I first attended the Board of Governors, as your FAWL President, the Florida Bar's Commission on the Legal Needs of Children chaired by Past Dade FAWL President Honorable **Sandy Karlan** reported that there is a dire need for child advocates and drug and teen diversion programs in the state of Florida. In response to the Commission on the Legal Needs of Children, FAWL has made training child advocates and mentoring children in the legal system a priority. Last fall we sponsored a national child advocacy training seminar in Orlando, including scholarships for public interest lawyers. The Palm Beach FAWL Mentor Program has been so successful that I have asked Michelle Suskauer to Chair a State FAWL Mentor Program to develop similar projects in chapters who don't already have a mentor program and want to get help juveniles at risk in their communities. The progress of this project under her leadership has earned statewide attention from leaders in the Florida Department of Juvenile Justice.

Of particular concern to FAWL, the Commission on the Legal Needs of Children found a "dramatically increas-

ing number of females entering the juvenile justice system, without sufficient gender-specific programs in place to intervene and rehabilitate. It is also recommended that this disturbing trend be specifically addressed with a focus on developing and making available appropriate services to young women in the juvenile justice system."¹

The morning before I started out for FIG, I checked my email. Past State FAWL President **Jennifer Coberly** had sent me an urgent message for all her FAWL friends to write or call Governor Bush and a legislator to save juvenile girl programs such as PACE, in which Dade County FAWL is involved, and Girls Advocacy Project. Jennifer, who is now on the Board of Governors and I recently attended a Summit on Article V Funding sponsored by the Florida Bar Board of Governors we listened to judges, trial court administration, clerks, public defenders, state attorneys and legal aid programs inform us of the need for adequate funding of our justice system. Their message: the time to act is now if you are at all concerned about funding for courts, as well as guardian ad litem, child advocates, witness and victim services, juvenile diversion programs, mental health and elder court services.

This is a call to action. Our justice system is not just about processing cases and winning or losing. It is about the fate of the people and the community we serve. Every party who walks through the courthouse will walk out vindicated or punished, richer or poorer, free, or sentenced — perhaps to prison

or even death. Our role as lawyers, administrators and judges shapes their futures. We in turn define ourselves thereby.

One of my hardest days as a lawyer was getting the appeal of a young man I had worked for pro bono in the juvenile system. The son of a crack addict, who disappeared and left him with an aging grandmother and to the streets, I had helped this boy make it into an alternative education program. It was not enough. His case was assigned to me by blind rotation when I became an appellate public defender and was serving a twenty years in a negotiated plea for selling crack cocaine. The cycle of drugs and poverty had come full circle like a noose around his neck.

How does the cost of helping a child become a productive taxpaying adult compare with the legal and institutional cost of incarcerating an adult for life?

If we as lawyers and a society can teach just one child to make the right choices, to develop and follow some internal code that adheres to our society's law, then we will have done something good not just for today, but for tomorrow and for all our children.

When you read this article I will be back again to visit my friend at FIG — back with another book and another lesson, for both of us. I hope this article stirs you to action and you will write to me and let me know. **(Footnote)**

¹ Final Report of the Florida Bar Commission on the Legal Needs of Children, page 31 (June 2002).

HOW YOU CAN HELP:

Volunteer to be an advocate or mentor, or even better, organize a mentoring program in your chapter: Contact State FAWL Mentor Chair and PB FAWL President Michelle Suskauer at the Suskauer Law Firm, Suite 1200, 1601 Forum Place, WPB, FL 33401 Phone: (561) 687-7866 Email: Suskauerlaw@aol.com.

Contact: Robby Cunningham, Florida Department of Juvenile Justice (for a juvenile girls' detention facility near your chapter) Email: Robby.Cunningham@djj.state.fl.us

Contact: Eileen Brown, Girls Advocacy Project (GAP) Community Advisory Board, Phone: (305) 854-6621 Fax: (305) 854-1484 E-mail: ENB2000@aol.com www.gapgirls.org Girls Advocacy Project (GAP), is an educational project that prepares girls in detention to deal with critical life issues; teaching them conflict resolution and the dangers of drug use and abuse.

BREAKFAST AND BOOKS



Since the November 2002 orientation session, members of the Palm Beach County Chapter of the Florida Association for Women Lawyers have participated in a mentoring program at the Florida Institute for Girls (FIG). FIG is a high risk residential juvenile facility for girls ages 12-19 located in West Palm Beach.

As a participant in the Governor's literacy incentive program "Just Read," FIG partnered with FAWL members to assist the girls to achieve reading goals in a structured program.

On March 27, 2003, Michelle Suskauer, President of the Palm Beach Chapter, was recognized by the Florida Department's Juvenile Justice at an awards ceremony in the Capitol Rotunda.



Lt. Governor Toni Jennings introduces Michelle Suskauer, President of the Palm Beach FAWL Chapter.

There are twenty attorneys from the Palm Beach chapter that serve as mentors to twenty girls serving sentences at The Florida Institute for Girls in West Palm Beach. The books read are ones that are available at the library at the Florida Institute. Some mentors have donated a large amount of books to build up the library there.

The girls choose a book that they would like to read and the mentors are given a copy of the same book. Usually, all of the mentors and girls are reading different books because the girls have different interests and are different ages with a variety of reading levels.

Over the course of the month, the

mentors and girls both read the same book and the girls prepare a book report. If the girl has computer privileges, the report will often be done on the computer -- along with great downloaded images!

The chapter schedules the mentoring sessions on two consecutive days each month - and the mentors choose which day is more convenient (either a Tuesday at 7:30 a.m. or a Wednesday at 9:00 a.m.).

"We meet for one hour. We review their report, often correct it, discuss it in depth. We have breakfast together and then get to really talk, connect. Before we leave, the girls pick out their next book and we get a copy as well. Often the girls have discussed their books among each other, they already know which book they want next," said Michelle.

Some examples of books read in the program are the Harry Potter series, *Little House on the Prairie*, and *I Know Why the Caged Bird Sings*.

Another *Breakfast and Books* mentoring program has also begun at



Florida Department of Juvenile Justice Deputy Secretary Alarcon, Michelle Suskauer and The Florida Bar President Tod Aronowitz.



Suskauer explains the concept of Breakfast and Books to the audience attending the function at the Capitol.

the PACE Center for Girls in WPB with eleven mentors.

Florida Supreme Court Justice Barbara Pariente is scheduled to attend the April *Breakfast and Books* at the Florida Institute.



FAWL CALENDAR

Watch the FAWL website at www.fawl.org for updated information

ANNUAL MEETING: JUNE 26-27, 2003

ORLANDO WORLD CENTER MARRIOTT IN CONJUNCTION WITH THE FLORIDA BAR

THURSDAY, JUNE 26, 2003 - 4:00 TO 7:00 P.M.

FAWL BOARD MEETING

Members will be asked to approve bylaw amendments as printed on page 8 and elect officers as nominated on page 7 of this issue of the *Journal*.

FRIDAY, JUNE 27, 2003 - 12:30 TO 2:00 P.M.

JOINT AWARDS LUNCHEON WITH THE EQUAL OPPORTUNITIES LAW SECTION.

Registration to attend the luncheon is through The Florida Bar.

BAR LEADERS WORKSHOP

FRIDAY AND SATURDAY, JULY 25-26, 2003

RENAISSANCE VINOY RESORT, ST. PETERSBURG, FL

Designed for voluntary bar leaders, Officers and Committee Chairs
Train and network with other voluntary bar leaders around the state.

for registration information contact toycya williams, The Florida Bar Voluntary bar liaison at twilliam@flabar.org
or 850/561-5764.

To secure the room block rate of \$115 (single/double) contact the vinoy at 1-800-468-3571 prior to June 26, 2003
to ensure the reduced rate.

FAWL ANNUAL RETREAT

SATURDAY, JULY 26, 2003 - 1:30 TO 5:30 P.M.

THE SALVADOR DALI MUSEUM

1000 THIRD STREET SOUTH - ST. PETERSBURG, FL

Plan now to send several members of your chapter.
Meet other FAWL leaders as we plan for the coming year. Registration is
through the state Fawl office. Call 850/894-0055 or fawl@fawl.org



NOMINATIONS FOR 2003-04 BOARD OF DIRECTORS

by Sharon Glickman
Nominating Committee Chair

The FAWL Nominating Committee, consisting of Chair Sharon Glickman, Past-President Barbara Eagan, President-elect Dinita James, Tallahassee Women Lawyers member Carroll Cherry and Palm Beach Chapter Representative Dana Santino were elected at the January 17, 2003 Board Meeting and charged with formulating a slate of officers for the 2003-04 Board of Directors. The Committee is pleased to announce the following nominations:

President: The Nominating Committee does not nominate a President because FAWL Bylaws provide that the President-Elect automatically succeeds to the office of President at the end of the current President's term. In accordance with the Bylaws, President-Elect **Dinita James** of the Hillsborough Association for Women Lawyers will become FAWL President on July 1. Dinita is a partner at Ford & Harrison LLP and practices employment law on the management side before state and federal courts and agencies. She was HAWL President (2000-01) and served on the FAWL Board as *Journal Editor* (2001-02).

President-Elect performs the duties of the President in the President's absence and succeeds to the office of President upon the expiration of the President's term.

Nominee: Deborah Magid of the Miami-Dade Chapter. Deborah is an assistant state attorney and also teaches legal writing at St. Thomas University School of Law. She is currently the President of the Miami-Dade Chapter and serves on the FAWL Board as Secretary, having served as Treasurer in 2001-2002. She was the 2002 recipient of the Miami-Dade President's Award.

Secretary ensures that a record is kept of all FAWL meetings and that notices are sent at the Board's request, and attends to such correspondence as necessary. The Secretary also supervises the FAWL website.

Nominee: Vene Hamilton of the Broward County Chapter. A sole

practitioner in the law offices of Vene Hamilton, P.A., she practices in the areas of immigration, guardianship, probate, and family law. Vene has been President of the Broward County Chapter (2000-01), the T.J. Reddick Bar Association (1999-2000) and is the current Chair of the Florida Bar's Voluntary Bar Liaison Committee. She currently serves as the Board's *Journal Editor*.

Treasurer is responsible for the collection and disbursement of all FAWL funds, as directed by the Board of Directors, and insures that accurate books of account and membership records are maintained.

Nominee: Juliette "Julie" Koves of the Central Florida Association for Women Lawyers. She is employed at Barry University School of Law Legal Clinic as the Attorney Ad Litem representing children in dependency cases. Julie has served the Board in numerous positions including FAWL Chapter Representative (1998-99 & 1999-2000), Professional Development Committee (1997 and 1998), Public Relations Officer (2001-02) and Treasurer-Elect (2002-03).

Treasurer-Elect maintains contact with the Treasurer of each Chapter and ensures that quarterly dues are paid. Additionally, the Treasurer-Elect maintains advertisers and sponsors and recruits new advertisers and sponsors for the FAWL *Journal* and FAWL events.

Nominee: Carolyn C. Coukous of the Collier County Chapter. Carolyn is Vice President in Trust Administration at Northern Trust Bank in Naples. She served as President for two terms of the Collier County Chapter and is the Board's current Public Relations Officer.

Public Relations Officer is responsible for press releases and other public relations activities and maintains a permanent record of FAWL's activities.

Nominee: June McKinney-Bartelle of Tallahassee Women Lawyers (TWL) where she has served as President for two terms (2001-2003). She is an Assistant Attorney General for the State of Florida and a current member of the Board.

2003-2004 BALLOT FAWL OFFICERS

The slate of officers proposed by the Nominating Committee appears in the article on this page.

I approve the slate of officers proposed by the Nominating Committee.

I do not approve the proposed slate and instead cast my vote for the following write-in candidates:

FAX this ballot to 850/894-0055
by **June 16, 2003** to be counted.

Journal Editor is responsible for FAWL's *Journal*.

Nominee: Frances Grace Cooper of the Sarasota County Chapter. Frances is a partner in Naplitano & Cooper, P.A., and practices civil litigation. She has been Secretary, Treasurer and President (2000-01) of the Sarasota Chapter and currently serves as Membership Chair. Frances currently serves the Board as Membership Director.

Membership Director maintains and updates all membership records, develops and promotes membership benefits; helps local chapters to recruit new members, serves as a liaison for law school membership, and recruits and develops new chapters as directed by the Board.

Nominee: Mary K. Wimsett of the Clara Gehan Chapter is employed by the Guardian Ad Litem Program of the 8th Judicial Circuit. Prior to moving to Gainesville, Mary K. was President-Elect of the Tallahassee Women Lawyers. She currently serves as Treasurer for the Board.

Publication of the above slate of nominees satisfies the notice requirement contained in Article VII of the Bylaws. Any additional nominations for election shall be made by written petition signed by not fewer than three members and served on Executive Director **Pat Stephens** no later than May 13, 2003. Elections will be held at the June 26, 2003, meeting in Orlando, Florida. Use the ballot above if you cannot attend.



BYLAWS

FLORIDA ASSOCIATION FOR WOMEN LAWYERS

Bylaws Committee: Meenakshi Hirani, Chair; Gayle B. Carlson, Sherri L. Johnson and Wendy Loquasto

ARTICLE I - OFFICE

The ~~President~~ Executive Board of the Association shall designate the principal office of this Association.

ARTICLE II - MISSION STATEMENT

FAWL's mission is to actively promote gender equality and the leadership roles of FAWL's members in the legal profession, judiciary and community at large. To achieve these goals, FAWL will uphold the highest standard of integrity, honor and courtesy in the legal profession, promote reform in law, and facilitate administration of justice.

ARTICLE ~~III~~ III - MEETINGS

There shall be an annual and a mid-year meeting of this Association to be held at such time and place as may be decided by the Board of Directors from year to year. Such meetings shall be called by notice ~~mailed, faxed, or e-mailed~~ sent via mail, facsimile or electronic mail to the members of the Association upon order of the Board of Directors through the President.

Special meetings of the Association may be called by the President or by any three members of the Board of Directors or by petition signed by ~~the chapter representatives of any ten (10) chapters~~ members of the Association, provided notice is communicated by mail, facsimile or electronic mail to the members of the Association of the time and place of such meeting and the purpose of such meeting at least (10) days prior thereto.

ARTICLE ~~III~~ IV - MEMBERSHIP

Membership in this Association shall consist of the following categories:

Section 1. Full Members: Members in good standing of the Bar of

any State shall be eligible for full membership in this Association, upon acceptance of application and payment of dues ~~as set by the Board of Directors~~. Such members shall have all the privileges of this Association, including the right to vote and hold office.

Section 2. Honorary Members: Any lawyer, distinguished in the profession, upon resolution duly adopted by the Board of Directors of the Association, may be enrolled as an honorary member who shall not be required to pay dues. Honorary members shall not be entitled to vote or hold office. There shall be no more than fifty (50) living honorary members at any one time.

Section 3. Student Members: Any law student shall be eligible for a student membership upon enrolling in an accredited law school, which membership shall be available until admittance to any State Bar is obtained. Student members shall not be entitled to vote or hold office and shall pay membership dues as set by the Board of Directors.

Section 4. Affiliate Members: Any non-lawyer who is dedicated to supporting the purposes of this Association may be eligible for affiliate membership, subject to the approval of the majority of the Board of Directors. Affiliate members may include, but are not limited to, Clerk of the Courts, Judicial Assistants, and paralegals. Affiliate members shall not be entitled to vote or hold office and shall pay membership dues as set by the Board of Directors. Each Chapter may in its discretion determine whether to have an affiliate membership.

Section 5. Suspension or Expulsion of Members: A member disbarred from practicing law in any State shall be automatically dropped from membership in this Association and cannot

be reinstated until having been readmitted to practice law in that state. The Board has the power to remove any members or turn down an application for any membership category for cause.

Section 6. Local Chapters: Members residing in a given county or other regional area shall be encouraged to form a chapter of the Florida Association for Women Lawyers. Upon application of five (5) members and provided the chapter shall submit By-Laws consistent with the ~~Constitution~~ Articles of Incorporation and By-Laws of this Association, the Board of Directors may issue a charter to the local chapter.

ARTICLE ~~IV~~ V - FISCAL YEAR

The fiscal year of this Association shall be from July 1 to June 30 of the following year.

ARTICLE ~~V~~ VI - DUES

Section 1. Annual dues for full members, ~~student members, and affiliate members~~ shall be \$30 ~~for the fiscal year as determined by majority vote of the Board of Directors. Annual dues for students shall be ten (\$10.00) dollars, subject to change by the Board of Directors. Any change in the dues for a fiscal year must be approved by October 1 of the previous year.~~

Section 2: No member shall be in good standing to be qualified to exercise a vote after September 1 of any fiscal year whose dues for the current fiscal year are not paid.

Section 3: If any member is in default in payment of dues after September 1, the Treasurer of this Association shall notify such member by mail, ~~fax, or e-mail~~ facsimile, or electronic mail.

ARTICLE VII - OFFICERS AND BOARD OF DIRECTORS

Section 1: The officers of this Association shall be a President, President-Elect, a Secretary, a Treasurer, Treasurer-Elect, a Public Relations Director, Membership Director, and Journal Editor. Their terms shall be one year, or until their successors shall have taken office. ~~The Executive Director shall serve as ex officio member of the Board of Directors.~~

Section 2: The President shall preside at all meetings of the Association and of the Board, shall create all necessary committees not provided for elsewhere herein and appoint the chairs thereof, and shall perform the usual duties incumbent upon a President.

Section 3: The President-Elect shall perform duties of the President in the absence of the President and a duly elected President-elect shall succeed to the office of the President upon the expiration of the President's term. In the event the office of President shall become vacant, the President-elect shall serve in the place of the President for the unexpired term. The President-elect shall be responsible for ~~membership development and chapter coordination program planning, and shall be a liaison with law student members.~~

Section 4. The Secretary shall ensure that a record is kept of all meetings of the Association and of the Board of Directors; shall ensure that notices are sent out at the request of the President or any three members of the Board or any ten (10) ~~chapters representatives members~~ of the Association, shall attend to such correspondence as necessary for the Association, shall routinely monitor and update the FAWL website through interactions with FAWL Chapters, Officers and website administrators, and shall perform such other duties as requested by the President or the Board.

Section 5: The Treasurer shall be responsible for the collection and disbursement of all funds of the Association, as directed by the Board of

Directors, shall ensure that accurate books of account are maintained for the Association, that applicable tax forms are filed, and ~~shall ensure~~ that membership records are accurately maintained.

Section 9 6: The Treasurer-elect shall perform duties of the Treasurer in the absence of the Treasurer, and a duly elected Treasurer-elect shall succeed to the office of the Treasurer upon the expiration of the Treasurer's term. In the event the office of Treasurer shall become vacant, the Treasurer-elect shall serve in the place of the Treasurer for the unexpired term. The Treasurer-elect shall maintain contact with the Treasurer of each Chapter and make sure each Chapter pays its quarterly dues. In addition, the Treasurer-elect shall maintain advertisers and sponsors and

These amended bylaws reflect changes that have been approved by the Board of Directors throughout the past year and are now being presented to the FAWL membership for final adoption by vote at the annual meeting on June 27, 2003.

recruit new advertisers and sponsors for the Journal and FAWL events.

Section 7: The Journal Editor shall be responsible for the ~~Organization's~~ F.A.W.L. Journal, which shall be published and distributed to the membership at the direction of the Board of Directors.

Section 8: The Membership Director shall ~~maintain and update all membership records;~~ ensure that membership records are accurately maintained; create and distribute a membership directory if voted ~~no~~ on by the Executive Board; develop and promote membership benefits; help local chapters to recruit new members; recruit membership and serve as a liaison for law school membership; communicate with existing and potential members about FAWL benefits and operations; recruit and develop new chapters as directed by the Executive Board.

Section 6 9: The Public Relations Director shall be responsible for press releases and other public relations activities and shall maintain a permanent record of the Association's activities.

~~**Section 10:** There is hereby created a reciprocal voting seat on the FAWL Board for the President of the Virgil Hawkins Florida Chapter National Bar Association, or designee. The seat will be a voting seat if a voting seat is granted FAWL on the VHFCNBA Board. (Added June 2001)~~

Section 11 10: The Executive Director shall be an ex officio member of the Board of Directors with no vote. The Executive Director serves at the pleasure of the Board of Directors. The Executive Director shall keep a record of all meetings of the Association and of the Board of Directors; send out notices at the request of the President or any three members of the Board or any ten ~~chapter representatives members~~ of the Association; shall collect and disburse funds of the Association in accordance with policies and procedures established by the Board of Directors; shall maintain accurate books of account for the Association; and shall maintain membership records.

Section 12 11: The Board of Directors shall be comprised of the officers, the immediate Past President, as well as ~~one~~ the Chapter Representative from each designated Chapter, as set out in Article VIII of the Articles of Incorporation, and a seat for the President of the Virgil Hawkins Florida Chapter National Bar Association, or designee.

Section 13 12: All vacancies shall be filled by the Board except as provided in Article VI, Section 3 and 6.

Section 13: The Board of Directors shall meet at least four times a year, at a time and place designated by the President. One meeting shall coincide with the Annual Meeting and one meeting shall

coincide with the Mid-Year Meeting of The Florida Bar.

Section 14: All members of the Board of Directors, including the Chapter Representatives, or designated substitute Chapter Representatives with full voting power, shall attend each duly called meeting of the Board of Directors, either in person or, if telephone conference facilities are available, by telephone. In the event that an Executive Board member is unable to attend a Board meeting, that member shall furnish to the President a written notice of the reasons for absence before the meeting, or, if unable to furnish notice before the meeting, then such written notice shall be furnished by the time of the next duly called Board meeting. All written notices shall be presented to the Board, which shall approve or disapprove such notice. If an Executive Board member misses a meeting in one year without furnishing written reasons therefore as required above, or if the Board disapproves the reasons, then the board member shall be removed from office upon majority vote of the Board.

In consideration of the time and expense incurred by Chapter Representatives in attending out-of-town meetings, each chapter should offer its Chapter Representative(s) or designated substitute financial assistance as is consistent with the chapter's financial ability.

ARTICLE ~~VII~~ VIII - ELECTION OF OFFICERS

Section 1: A nominating committee to elect officers to the Association shall consist of: Four members chosen by the Board of Directors and one member appointed by the President. Said committee shall formulate a slate of nominees which shall be immediately reported in writing to the Board of Directors not less than sixty (60) days prior to the Annual Meeting, and presented to the entire membership by mail, fax, or e-mail facsimile or electronic mail. Any additional nominations for election of officers shall be made by written petition signed by not fewer than three (3) members of the Association in good standing. Nominating petitions shall be received by the Executive Director not less than forty-five (45) days

prior to the Annual Meeting, but in any event prior to April 25.

Section 2: In non-contested elections, the slate of nominees shall be voted on at the annual meeting.

Section 2 3: In the case of a contested race(s), a ballot will be prepared and sent to all voting members by mail, fax or e-mail facsimile or electronic mail. Voting shall be by secret ballot. The Executive Director shall prepare the ballot and shall mail send one such ballot to each member in good standing. The records of the Executive Director shall be conclusive in determining the members entitled to receive such ballots. The ballots shall be mailed, faxed or e-mailed sent by mail, facsimile or electronic mail no later than thirty (30) days prior to the annual meeting May 15. Only voted ballots received by the Executive Director ten (10) days prior to the annual meeting by June 1 shall be counted or tabulated by the Executive Director. The candidate receiving a majority of the votes cast for an office shall be declared elected. In the event no candidate received such a majority, there shall be a runoff election between the two (2) candidates receiving the highest number of votes for that office. The ballots for the runoff shall be mailed sent by mail, facsimile or electronic mail on or before May 27 June 7 and the voted ballots shall be received by the Executive Director prior to midnight on by June 10 22, or 48 hours before the Annual Meeting, whichever comes first. Runoff ballots must be counted by the Executive Director. Results of the election shall be furnished by the Executive Director to the officers and Board of Directors, and all candidates, and shall be published in the next following Journal. If any of the above stated dates fall on a weekend or a holiday, the following working day shall be the effective date.

Section 3 4: The officers shall be installed into their new offices at the Annual Meeting and shall assume the duties of their respective offices immediately following adjournment of the meeting and shall continue in office until their successors have taken office.

ARTICLE ~~VIII~~ IX - QUORUM

Section 1: Seven (7) members, of whom

two (2) are officers, shall constitute a quorum at any meeting of the Association.

Section 2: A majority of the Board of Directors, of whom two are officers, shall constitute a quorum of that body.

ARTICLE ~~X~~ X - AMENDMENT OF BY-LAWS

These By-Laws may be amended at any meeting of the Association by a two-thirds (2/3s) vote of the members voting; provided, however that such amendment or amendments to be voted upon shall have been submitted in writing by mail, facsimile or electronic mail to each member of the Association at least thirty (30) days prior to the date of such meeting.

ARTICLE ~~XI~~ XI - ENDORSEMENTS

The Florida Association for Women Lawyers shall not endorse candidates for public office.

ARTICLE ~~XII~~ XII - EXECUTIVE BOARD

Section 1: There shall be an Executive Board of the Association, which shall be composed of the elected officers of the Association and the immediate Past President.

Section 2: Subject to the authority and discretion of the Board of Directors, and between its meetings, the Executive Board shall be the administrative body of the Association and shall have power and authority to do and perform all acts and functions that the Board of Directors itself might do or perform, not inconsistent with the Constitution Articles of Incorporation and By-Laws of the Association. Actions taken by the Executive Board shall be presented for ratification by the Board of Directors at their next regularly scheduled meeting.

Section 3: The Executive Board shall meet in person or by telephone at such time and place as the President may designate, or when requested in writing by at least three (3) members thereof.

Section 4: At any meeting, a majority of the Executive Board shall constitute a quorum.

ARTICLE XIII-AMICUS CURIAE
BRIEFS

Section 1: To achieve the goals provided in the Statement of Purpose and Mission Statement, FAWL may file amicus curiae briefs by following the procedure set forth herein.

Section 2: Any person requesting FAWL to file an amicus curiae brief shall produce the following documents regarding the case for posting on FAWL's website for review by its members: (1) complaint or petition; (2) answer or response; (3) any motion that contains the issue upon which the decision was based, such as motion for summary judgment; and (4) the final judgment or order thereon.

Section 3: The request for amicus curiae brief should identify (1) the appellate court that will be handling the appeal, (2) the date the notice of appeal was filed, (3) the party/ies the amicus curiae brief would be supporting (appellant or appellee/petitioner or respondent), and (4) an estimated timetable for filing the brief.

Section 4: FAWL shall post the information required by sections 2 and 3 above on its website and notify the Chapters of the request by mail, facsimile or electronic mail. The notice should inform the Chapters of the website posting and provide instructions on where and how to vote. The chapters shall vote within forty (40) days from the date of the website posting.

Section 5: Majority vote of the FAWL Board is required to authorize the filing of an amicus curiae brief. If the voting occurs at either a regular or special Board meeting, the determination of the quorum would be as per the procedure stated in the By-laws. If voting is by mail, facsimile or electronic mail, those Board members actually voting shall constitute quorum.

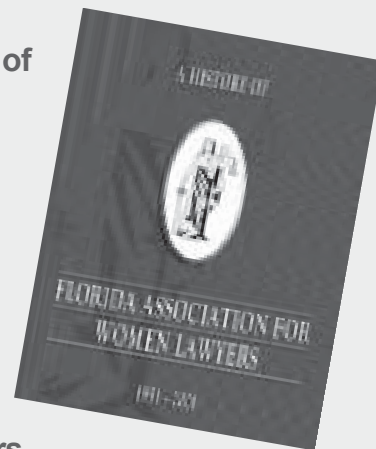
ARTICLE XXIV -
PARLIAMENTARY PROCEDURE

Roberts Rules of Order, Revised, shall govern all meetings of this Association, where not inconsistent with the ~~Constitution~~ Articles of Incorporation and By-Laws. ■

Coming in the Next Issue of the *FAWL Journal*

Midyear Highlights

The release of "A History of Florida Association for Women Lawyers," by Judge Mattie Belle Davis



The FAWL Chronicles

by Wendy Loquasto

Chapter Happenings

HAWL Celebrates 20 Years

Member News

2003 FAWL Award Recipients

The Rosemary Barnkett Outstanding Achievement Award

The "Friend of FAWL" Award

LOISLAW Partners with FAWL

In addition to the regular membership, the spring/summer issue of the *Journal* will be mailed to all female members of The Florida Bar.

As the majority of chapters operate on a July 1 to June 30 membership year, "Chapter News" will be a focus for the spring issue. Providing a focus on chapter activities should serve as an incentive to join or renew membership.

Save your chapter the cost of mailing out a renewal from and join through the next issue.

**MAKE SURE YOU CONTINUE TO RECEIVE ALL
JOURNAL NEWS AND ONLINE "ENEWS"**

VERIFY YOUR MAILING AND EMAIL ADDRESS THROUGH THE
FEEDBACK FORM AVAILABLE ON THE THE FAWL WEBSITE AT
WWW.FAWL.ORG

BEYOND THE BILLABLE HOUR

Resolutions or Real Change

TM



BY ELLEN OSTROW, PH.D.
OUR PERSPECTIVE

Most women attorneys live impossibly busy lives. Finding a balance between work and life without sacrificing professional success, deciding on the best practice area or work setting, and making career transitions can be a daunting task, even for the most gifted and accomplished lawyer.

Just as every person deserves the best possible legal counsel, every attorney deserves professional, dedicated support in accomplishing her most important goals. You know how hard you've worked to get where you are — you serve others, both personally and professionally. You've earned the right to both career success and a fulfilling life.

This newsletter is intended to help you create a satisfying life — within, or outside of — legal practice.

RESOLUTIONS OR REAL CHANGE?

I recently attended a multi-denominational service. The priest, the minister and the rabbi had all implored the congregation to restore courtesy and civility to our relationships with others. Heads nodded throughout the large crowd. As people left, I caught snatches of conversations about intentions to be kinder and more patient.

But from my car I witnessed the usual post-service scene: people cutting one another off in an effort to exit the parking lot; cars driving through crosswalks in spite of the presence of pedestrians; congregants shouting at family members to “hurry up.”

Of course, not everyone behaved in ways so contrary to the sentiments with which they'd agreed just 20 minutes ear-

lier. But the gap between intentions spoken inside the chapel and actions taken moments later was startling.

Our resolutions are often like this. How many times have you found yourself making the same resolutions you'd made the year before?

We make those resolutions with the best of intentions. Sometimes we even follow through with these commitments for a few weeks. But all too often after a few months we notice ourselves doing what we'd promised not to - or failing to do something we'd resolved to do.

Did you resolve not to work so hard this year? Perhaps your resolutions involved spending more time with your family, or losing your temper less often, or taking better care of your health by exercising more regularly.

If you want to see yourself nine months from now actually doing what you've resolved to do, you'll need to do much more than just promising yourself you're going to do it.

Here is a “manual” for making real changes in your behavior - and sticking with them over the long haul:

RECOGNIZE THAT YOU'RE IN GOOD COMPANY

Research indicates that people tend to make the same resolutions year after year — in fact, the average is 10 years.

- 25% of resolutions are abandoned after a week;
- 40% are continued for six months and then discarded;
- 90% of efforts to change actually involve making a commitment to change, failing to do so and recommitting to that course of action.

UNDERSTAND THE DIFFERENCE BETWEEN INTENTIONS AND ACTIONS

We make resolutions for all sorts of reasons: someone else is pressuring us

to change; we think we “should” do something differently; or it is personally important to us to make a change.

When we make resolutions under external or internal pressure, the “reward” for saying “I'll change” provides relief from the pressure: we stop feeling guilty or the other person backs off.

Only a genuine interest in accomplishing a particular outcome is likely to lead to change-related action. Try asking yourself, “Do I really want to pursue this goal?”

Your goals must be based on your own personal interests and values if you have any hope of accomplishing them. But even then, an intention is just a prerequisite for change. It's necessary - but it's not sufficient.

BE REALISTIC

It's important to be realistic about how much you can change at any given time. Change takes time - don't expect it to happen too quickly. You'll just get discouraged and give up.

Recognize that accomplishing your goal will take considerable effort. Many resolutions never lead to change because we underestimate how difficult it will be.

Don't make your goal too large or too difficult. Consider the possibility that you may need to break it down into small steps.

Make sure you're not setting a goal that's too far in the future. You'll need to feel a sense of accomplishment in order to sustain your motivation. So, if you're trying to do something that can't possibly succeed in the short term, break it down into a series of short-term goals. For example, don't make a resolution to change jobs - it may take a long time to

Sooner murder an infant in its cradle than nurse unacted desires. William Blake

actually find yourself going to work somewhere else. Instead, set a goal to assess what kind of work situation would be satisfying for you. Then resolve to learn about all the possible options for a good fit, etc.

Don't set goals that are in conflict with one another. For example, don't resolve to spend more time with your family and also to exceed the firm's 2000 billable hours expectations. You'll need to decide which is more important to you right now.

MAKE A COMMITMENT

Ask yourself, "How important is this to me? Am I really committed to making this change?"

If you're ambivalent, you're unlikely to succeed. It may help you to take stock and examine the conflict between your values and your behavior. Do you value time with your family but find yourself only seeing your children on weekends? Did you become an attorney in order to positively affect the lives of people but find yourself spending endless hours sorting through minutiae in documents and rarely interacting with clients?

If you want to increase your commitment, make a list of the pros and cons of changing your behavior. When the pros of change significantly outweigh the cons, you're probably ready to make a genuine commitment.

BE SPECIFIC

Ambiguous goals are rarely accomplished. Describe your goal so that there will be no question as to whether or not you've accomplished it. For example, instead of resolving to lead a more balanced life you might make a commitment to: 1) using the treadmill for 20 minutes every Tuesday, Thursday and Saturday morning; 2) leaving the office by 6:30 PM every day of the work week; and 3) taking

your children on a family outing every Sunday afternoon.

ENVISION SUCCESS

Take a tip from Olympic athletes: they envision themselves successfully jumping the hurdles and crossing the finish line in first place.

Having a clear picture in your mind of your life having successfully fulfilled your resolution will motivate you to take relevant actions and bolster your hopes when you feel discouraged.

BELIEVE YOU CAN CHANGE

Research indicates that people who believe they have the capacity to take the necessary action are far more likely to accomplish their goals. Psychologists call this belief "self-efficacy."

Try bolstering your belief by recalling all the times you've successfully accomplished goals (like graduating from law school) and overcome obstacles - if you're a woman lawyer you've already mastered many of these.

One of many reasons that executives hire coaches is to help them sustain belief in their ability to cope with difficulties at moments when it's easy to lose heart and give up.

SET A START DATE

It's not uncommon for people to resolve to change and then to procrastinate acting on their intention. Decide when you will initiate your goal-directed behavior and put it on your calendar and/or PDA.

DECIDE HOW YOU'LL PURSUE YOUR GOAL

Accomplishing any goal usually requires a number of different actions. For example, if you've resolved to exercise you may need to join a gym, ask a friend to join you or set up the treadmill you bought six months ago.

The more complex your goal, the more important it is to break it down into

small steps. You need to set satisfaction benchmarks to sustain your motivation and guide your activities.

It's really no different from any legal project you've accomplished. You thought through the strategies you'd need to employ and the steps you'd need to carry out and these guided your actions.

MAKE SURE YOU KNOW HOW TO ACCOMPLISH YOUR GOAL

You probably know how to choose strategies for completing a legal project, but you may not be certain about the strategies you'll need to turn your resolution into successful goal achievement.

Unfortunately, many lawyers feel that they should be able to do everything themselves. In the corporate world, it's the norm for executives to receive professional coaching when attempting to accomplish significant change. The documented return on this investment is substantial. It's likely that many of your own clients are reaping the benefits of coaching - why shouldn't you?

CREATE A SPECIFIC IMPLEMENTATION PLAN

Psychological research has consistently demonstrated that this is crucial for the successful accomplishment of your change efforts. Most goal-directed actions are not part of our everyday routines. We all have habitual ways of behaving under particular circumstances. For example, it's probably automatic for you to work when you're in your office. So it's unlikely that, once there, you'll be thinking about your resolution to spend more time with your family.

In order to change, you'll need to find a way to make your goal-related actions nearly automatic - to establish new routines that compete against the old habits you're trying to modify. If you decide in advance how you want to respond when you encounter a certain situation, you won't have to rely on the unlikely possibility that you'll happen to remember what you resolved to do.

Therefore you need to specify the when, where and how of the various steps to attaining your goal. For example, you might make an implementation plan that says, "The moment I walk into my office I'll set an alarm on my computer to go off at 6:30 PM and I will leave for home immediately when I hear the alarm."

► CHANGE, Continued on Page 14

The ultimate commitment is the one you make with yourself: to take responsibility for your life and to make the most of it. This lifelong commitment is born from a sense of urgency, a recognition that time waits for no one and that the choices we make and the actions we take today determine our tomorrows.

Laurence G. Boldt

PUT YOUR PLAN IN WRITING

Writing out your plan will help you ensure that you've clearly specified the when, where and how of each step. It's also a way to increase your commitment. As an attorney, writing it in the form of a contract with yourself helps you to think of it as binding in the ways you would any other legal contract.

In addition, at those inevitable times when your motivation wavers, your plan can remind you what you resolved to do. If you find yourself unwilling to write out your plan, you might reconsider just how committed you are right now.

GO PUBLIC

Telling others about your goals also increases the probability that you'll follow through. People are likely to ask you about your progress and you'll want to be able to report some success.

One reason that many people hire coaches is to have someone to whom they are accountable. They know from experience that without this, it's all too easy to "blow off" what they resolved to do when the going gets tough.

PLAN FOR OBSTACLES

Sooner or later you're bound to encounter some kind of barrier to the successful accomplishment of your goal. If you've resolved to go home at 6:30 PM, you can count on someone asking you at 6:00 PM to do some kind of project that will take more than 30 minutes to complete.

Have a plan for how you'll assertively respond to external pressures that threaten to sidetrack you.

Try to anticipate all possible "risky" situations and what you'll need to tell yourself or someone else so you can stay on course.

It helps to write down what you'll want to say to yourself if you start to have thoughts that undermine your commitment.

You may also want to practice re-

sponding assertively to people you expect to pressure you to follow their agenda instead of the one you've set for yourself.

Make a list of the benefits you expect to accrue from successful goal accomplishment. Keep it visible in every situation where you anticipate some risk to your success.

COPE WITH COMPETING PROJECTS

The more concurrent activities in which you're involved, the higher the risk of being distracted.

How many times have you planned to work on an important goal — like changing jobs or working a balanced-hours schedule — only to find yourself with so much work to do that it seems impossible to continue your goal-related activities?

Projects that compete for time with your goals can temporarily gain priority and you can fail to return to those actions necessary to fulfill your resolution.

In order to keep distractions from permanently sidetracking you, create multiple reminders of your resolution. Lists of the pros and cons of change, a description of the success you envisioned, and people you've asked to remind you can all help you to refocus on your goal after being temporarily distracted.

DON'T MOVE A PIANO ALONE

If you needed to move a piano, you probably wouldn't consider undertaking this task alone. In fact, you probably wouldn't just ask friends to help, either. Because the piano is so valuable, you'd want to hire movers who specialize in moving pianos. You can use the same strategy when it comes to turning your resolutions into real change. Professional coaches are trained specialists who provide the structure, support and accountability needed to accomplish your most difficult and important goals.

FILL COMING... WILL PROBABLY PUT IN ATTORNEY LOCATOR ITEM UNLESS SOMEONE HAS OTHER ITEM. ALSO SPACE AVAILABLE ON BACK PAGE.

Ellen Ostrow, Ph.D. established LawyersLifeCoach.com to coach busy lawyers who might benefit from the insights gained from 22 years as a psychologist combined with her experience and familiarity with the legal profession. She provides individual and group coaching and consultation to attorneys and law firms throughout the country on issues related to work life balance, strategic career design, effective communication, and client and associate development and retention. Call 212/461-2749 to find out more about Ellen's coaching.



Florida Association for Women Lawyers

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- Lee County Association for Women Lawyers, P.O. Box 280, Fort Myers, Florida 33902-0280: \$60
- Manatee County FAWL, P.O. Box 1591, Bradenton 34206-1591: \$50
- Marion County Chapter, ATTN: Janet Fuller, 1130 S.E. 17th St., Ocala, FL 34471 \$60
- Miami-Dade FAWL, P.O. Box 110708, Miami 33111-0708: \$60, \$25 Students
- Northwest FL Chapter of FAWL, ATT: Patricia Lott, 25 W. Cedar St., #500, Pensacola 32501: \$60
- Nova Law Center Chapter: \$15 Student
- Palm Beach Cnty Assn. for Women Lawyers, ATT: Sharon Brock, 301 N. Olive Ave., W.P.B. 33401 \$60
- Pinellas County Association for Women Lawyers, 133 N. Fort Harrison Dr., Clearwater 33755: \$45
- St. Thomas University Law School Chapter: \$10
- Sarasota FL Assn. for Women Lawyers, 100 Wallace Ave., Ste. 240, Sarasota 34237 : \$65
- Tallahassee Women Lawyers; P.O. Box 10567, Tallahassee, 32302: \$60
- Treasure Coast Assn. for Women Lawyers, P.O. Box 2904, Stuart, 34995: \$65, \$35 Gov/Student
- Volusia/Flagler Assn. for Women Lawyers, P.O. Box 15211, Daytona Bch 32114... 60, \$10 Student
- Not affiliated with a Local Chapter \$30

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