Cruising to Success: How to Excel as a Leader and Keep Your Bar Afloat!

2009 Voluntary Bar Leaders Conference

July 24-25, 2009
Tampa Hyatt Regency
Two Tampa City Center
Tampa, FL 33602
(813) 225-1234
"Cruising to Success: How to Excel as a Leader and Keep your Bar Afloat"

July 24-25, 2009
Hyatt Regency, Tampa

FRIDAY, JULY 24

10:00 a.m. – 5:00 p.m. Registration Esplanade Foyer
12:00 p.m. – 12:45 p.m. Lunch and Networking Esplanade Foyer
12:45 p.m. – 1:00 p.m. Welcome Esplanade Suite
Chasity Hope O’Steen, Chair, Voluntary Bar Liaison Committee;
John J. Schickel, The Florida Bar Board of Governors and Board Liaison, Voluntary Bar Liaison Committee;
Jesse H. Diner, President, The Florida Bar;
R.J. Haughey III, President, The Florida Bar Young Lawyers Division.

1:00 p.m. – 2:00 p.m. GENERAL SESSION I
How the Economy is Affecting Our Members
Presenter: Gregory L. Miller, First Vice President and Chief Economist, Sun Trust Banks, Inc.

2:00 p.m. – 2:10 p.m. Break

2:10 p.m. – 3:00 p.m. BREAKOUT SESSIONS

Panel A
What You and Others are Doing to be Proactive in Tough Economic Times – What are strategies for better serving your members in today’s economic climate? (Interactive attendee follow-up discussion to earlier General Session)
Moderator: Matthew Ridgely, Executive Director, Dade County Bar Association.

Panel B
What are the Latest Social Networking Tools – How the following can benefit and grow your voluntary bar association: Facebook, Linkedin, Smart Phones, Twitter, Blogs, etc.
Moderator: Chasity Hope O’Steen, Chair, Voluntary Bar Liaison Committee.
Panelists: Patience Burns, Executive Director, Palm Beach County Bar Association;
Zackary Zuroweste, Esquire, Clearwater Bar Association Young Lawyers Division.

Panel C
When It’s Time to Hire Staff for Your Voluntary Bar Association – Should your bar association consider contracting out administrative responsibilities or hiring professional staff?
Moderator: Michael J. Faehner, LL.M. Esquire, Clearwater Bar Association.
Panelists: Kristin Norse, Esquire, Hillsborough Association for Women Lawyers;
Susan Etheridge, Professional Placement Services;
Rosie Small, President, Small Association Management, Inc.
How to Chart Your Retreat on a Canoe or Yacht – How can you, as a voluntary bar leader, cut costs and increase training results at your association’s board retreat?

**Moderator:** Kathy Arrant, Executive Director, Tallahassee Bar Association.

**Panelists:** Connie Pruitt, Executive Director, Hillsborough County Bar Association; Karen France, Executive Director, Clearwater Bar Association; Brant Bittner, Executive Director, Orange County Bar Association.

Break

**BREAKOUT SESSIONS [CONTINUED]**

**Panel A**

How to Negotiate Contracts with Hotels, Convention Centers and Other Meeting Event Venues – What should you look for and avoid to save your bar association time and money?

**Moderator:** Karen France, Executive Director, Clearwater Bar Association.

**Presenter:** Brenda J. Glass, Director of Sales, Site Search, Inc.

**Panel B**

What are the Latest Social Networking Tools – How the following can benefit and grow your voluntary bar association: Facebook, LinkedIn, Smart Phones, Twitter, Blogs, etc.

**Moderator:** Chasity Hope O’Steen, Chair, Voluntary Bar Liaison Committee.

**Panelists:** Patience Burns, Executive Director, Palm Beach County Bar Association; Zackary Zuroweste, Clearwater Bar Association Young Lawyers Division.

**Panel C**

Understanding Yourself and Others: Learning Ways to Get Your Point Across So the Other Person Hears You

**Moderator:** Brant Bittner, Executive Director, Orange County Bar Association.

**Presenter:** Ellen Schuster-Nastir, M.Ed., CPCC, Professional Certified Coach, Focus by Design Coaching.

**Panel D**

How To Navigate Tax Issues for Voluntary Bar Organizations – What are the important and new tax issues to look out for when leading a voluntary bar association in Florida?

**Moderator:** Patience A. Burns, Executive Director, Palm Beach County Bar Association.

**Panelists:** Dan Raulerson, CPA, Raulerson Coakley and Company, P.A.; Duane Bishoff, CPA, Hobson, Bishoff & Dowdy, PLLC; Michael J. Faehner, J.D. LL.M, Esquire, Clearwater Bar Association.

Break

**GENERAL SESSION II**

How to Cultivate a Great Board – How do you find, educate and retain members who take on board leadership?

Nora Bergman, Practice Advisor, Atticus, Inc.

Dinner Reception held at the Hillsborough County Bar Association

Chester H. Ferguson Law Center, 1610 North Tampa Street, Tampa, FL 33602
SATURDAY, JULY 25

7:30 a.m. – 8:15 a.m. Breakfast and Networking City Center
8:15 a.m. – 8:20 a.m. Welcome and Announcements Esplanade Suite
8:20 a.m. – 8:35 a.m. Report on Pro Bono by The Florida Bar Supreme Court Standing Committee on Pro Bono Legal Service

Presenter: Adele I. Stone, President, The Florida Bar Foundation.

8:35 a.m. – 9:25 a.m. GENERAL SESSION Esplanade Suite
What Are the Words of Wisdom and Advice from Past Bar Presidents? – How do new voluntary bar leaders ensure the continued success of their voluntary bar associations?

Moderator: Veronica S. Prostko, Past President, Plant City Bar Association.

Panelists: Michael J. Faehner, LL.M, Esquire, Clearwater Bar Association; Tom Bopp, Past President, Hillsborough County Bar Association; Sherri Johnson, Past President, Florida Association for Women Lawyers.

9:25 a.m. – 9:35 a.m. Break

9:35 a.m. – 10:5 a.m. BREAKOUT SESSIONS

Panel A Buccaneer A
What Is Current In Human Resources and Employment Law? – What does your bar association need to know to stay in compliance? A synopsis and discussion.

Moderator: Cassandra Larkin Denmark, Esquire, Virgil D. Hawkins Bar Association.

Presenter: Ryan Barack, Kwall, Esquire, Clearwater Bar Association.

Panel B Buccaneer B
How to Promote Your Bar in a Minute or Less – How can you make a positive, lasting impression for your voluntary bar association in just a brief conversation or presentation?

Moderator: Kristin Norse, Esquire, Hillsborough County Bar Association.

Presenter: Fran T. Powers, Founder and Director, Powerstories Theatre of Tampa Bay, Inc.

Panel C Buccaneer C
How to Improve Your Bar’s Message – How can you as a new bar leader ensure that your voluntary bar association’s written message effectively reaches the membership?

Moderator: Connie Pruitt, Executive Director, Hillsborough County Bar Association.

Panelists: Francine A. Walker, Director of Public Information and Bar Services, The Florida Bar; Chair, National Association of Bar Executives Communications Section; Lisa McKnight Tipton, APR, Consultant to The Florida Bar Board of Legal Specialization and Education; Twyla Sketchley, President-Elect, Tallahassee Women Lawyers.

Panel D Buccaneer D
What Are the Most Pressing Issues Affecting Specialty Bar Associations Today? – How can specialty bar associations grow membership and maintain professionalism?

Moderator: Asad M. Ba-Yanus, Immediate Past President, Florida Muslim Bar Association.

Panelists: Sherri Johnson, Esquire, Florida Association for Women Lawyers; Barnaby Min, Asian Pacific American Bar Association of South Florida; Tara Rao, Esquire, South Asian Bar Association of Florida.
10:25 a.m. – 10:35 a.m.   **Break**

10:35 a.m. – 11:25 a.m.  **BREAKOUT SESSIONS [CONTINUED]**

- **Panel A**  
  **Buccaneer A**  
  **What Is Current In Human Resources and Employment Law?** – What does your bar association need to know to stay in compliance? A synopsis and discussion.  
  **Moderator:** Cassandra Larkin Denmark, Esquire, Virgil D. Hawkins Bar Association.  
  **Presenter:** Ryan Barack, Esquire, Clearwater Bar Association.

- **Panel B**  
  **Buccaneer B**  
  **How Legislative Issues are Affecting The Legal Community** – What Are the current issues facing the Florida legal community? Discussions to include: court system funding, independence of the judiciary, etc.  
  **Moderator:** Kathy Arrant, Executive Director, Tallahassee Bar Association.  
  **Panelists:** Art Goldberg, Executive Director, Broward County Bar Association; Jan Jung, Executive Director, Sarasota County Bar Association; Representative Kevin Ambler, District 47 Florida House of Representatives.

- **Panel C**  
  **Buccaneer C**  
  **How to Recession-Proof Your Association** – What are the best measures to retain existing members and attract new ones in these tough economic times?  
  **Moderator:** Hon. Alan Orantes Forst, Esquire, Martin County Bar Association.  
  **Panelists:** Kamilah Perry, Esquire, George Edgecomb Bar Association; Brant Bittner, Executive Director, Orange County Bar Association; The Honorable Catherine McEwen, Esquire, Tampa Bay Bankruptcy Bar Association.

- **Panel D**  
  **Buccaneer D**  
  **What Are the Most Pressing Issues Affecting Non-Staffed Bar Associations Today?**  
  **Moderator:** Veronica S. Prostko, Esquire, Plant City Bar Association.  
  **Panelists:** Nanci DuBois, Executive Director, Lee County Bar Association; Tara Rao, Esquire, South Asian Bar Association of Florida; Sallie Skipper, Esquire, West Pasco County Bar Association; The Honorable Linda Babb, Circuit Judge, Group 26, Pasco County Bar Association.

11:25 a.m. – 12:00 p.m.  **Closing Thoughts, Wrap Up, Door Prizes**  
  **Esplanade Suite**

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**CLER PROGRAM**

You must check in during registration to obtain CLE credit.  
General: 6.0 hours
Meet Our Moderators, Panelists and Presenters . . .

**REPRESENTATIVE KEVIN C. AMBLER (R)** serves in the Florida State House of Representatives, District 47 located in Northwest Hillsborough County. Representative Ambler attended Cornell University on a four-year Air Force ROTC scholarship where he received his Bachelor of Science degree in economics in 1983. Upon graduation, he was commissioned as a second lieutenant in the United States Air Force. In 1986, he received his J.D. from Southwestern University School of Law in Los Angeles, California. Soon after, he was appointed as an Air Force judge advocate and assigned to the Office of the Staff Judge Advocate, MacDill Air Force Base, where he served for nearly 5 years in several positions including Chief of Claims, Chief of Legal Assistance, Chief of Military Justice and Chief of the Civil Law Division. In 1991, he entered private practice as a litigation attorney and in 1996, he opened his own firm, The Law Offices of Kevin C. Ambler, P.A, focusing in the areas of medical malpractice, products liability, wrongful death and personal injury litigation in both state and federal courts. He remains very involved in his community, his alma maters and the Air Force. Representative Ambler has been awarded many military decorations and continues to serve in the reserves as a Major assigned to MacDill AFB. Representative Ambler currently serves on the following committees in the Florida House of Representatives: Chair, Health Care Appropriations Committee, Vice Chair, Health Care Regulation Policy Committee, Civil Justice & Courts Policy Committee, Criminal & Civil Justice Policy Council, Health & Family Services Policy Council, Full Appropriations Council on General Government & Health Care, Joint Legislative Budget Commission, and the Rules & Calendar Council.

**RYAN BARACK** is a shareholder with Kwall, Showers & Barack, P.A. Barack currently serves on the Labor & Employment Law Certification Committee. He is a past chair of The Florida Bar Federal Court Practice Committee and a past chair of the Labor & Employment Law Section of the Hillsborough County Bar Association. He is a frequent author and speaker on employment law issues. Barack attended law school at the College of William and Mary on a graduate research fellowship and was a member of the William and Mary Law Review. He received his undergraduate education at Vanderbilt University.

**ASAD M. BA-YUNUS** is the immediate Past President of the Florida Muslim Bar Association and a member of The Florida Bar’s Voluntary Bar Liaison Committee. He practices in Fort Lauderdale at Lubell & Rosen, a medical malpractice and health law firm and served as an Assistant State Attorney in Miami-Dade County. He earned his J.D. in 2000 from the American University Washington College of Law and spends much of his time working with and for a variety of local and national religious, cultural and political organizations.

**NORA BERGMAN** is a coach and practice advisor with Atticus and is dedicated to helping attorneys create the lives and law practices they dreamed of when they were in law school. Nora brings a deep understanding of the practice and business of law to her work as coach and Practice Advisor. She has practiced as both an employment law attorney and certified mediator. Bergman has served as a professor at Stetson University College of Law and the University of South Florida, teaching courses in alternative dispute resolution and negotiation. In addition, Nora has been a speaker at conferences for the American Bar Association, The Florida Bar and other national legal associations. She has also served as the Executive Director of the St. Petersburg Bar Association. Bergman is a graduate of the Leadership Development Program (LDP) at Eckerd College, and is certified in the Conflict Dynamics Profile® developed by the LDP to help individuals and organizations learn how to deal with conflict constructively. She is also certified in the DISC® Behavioral Style Assessment. She received an undergraduate degree in journalism, *summa cum laude*, from the University of South Florida and her J.D., *cum laude*, from Stetson University College of Law.

**DUANE B. BISHOFF** has spent 26 years in the legal profession. Bishoff is a partner of Hobson, Bishoff & Dowdy, PLLC and a Certified Public Accountant. In 2002, he practiced for eight years as a sole proprietor in Tampa after being a partner in a Tampa area firm. He has been actively involved in providing accounting, audit, tax, and consulting services to privately held companies in various industries including:
manufacturing and distribution, real estate and construction, non-profit organizations, professional services and transportation. Bishoff graduated from the University of South Florida with a B.A. in Accounting.

**BRANT S. BITTNER** is the Executive Director of the Orange County Bar Association (OCBA). In his seven years in the position, he has grown membership to over 3,100 and increased the budget to $1.3 million. His responsibilities include managing the day-to-day operations of the OCBA and directing a staff of 10 people. Bittner brings a wealth of corporate experience to this position having served as a marketing, advertising, and community relations manager for 27 years in the telecommunications industry in Florida and Ohio. He is a member of The Florida Bar Voluntary Liaison Committee, Lawyer Referral Service Committee, the American Bar Association and the National Association of Bar Executives where he serves as a member of the Program Committee. He is a graduate of the University of Florida College of Journalism.

**THOMAS R. BOPP** received his undergraduate degree from the University of Florida and obtained his Juris Doctorate from Cumberland School of Law. He then served as an Assistant State Attorney in the 13th Judicial Circuit before joining Fowler, White, Gillen, Boggs, Villareal, and Banker in 1983. In November 2008, Bopp was a founding partner in Banker Lopez Gassler. He was active in the Young Lawyers Division of The Florida Bar, in which he served as Chair of the Long Range Planning Committee, Liaison to The Florida Bar Counsel of Sections, and was on the YLD Board of Governors for 5 years. He served on the Hillsborough County Bar Association Board of Directors from 1995 through 2008 and was elected President of the Hillsborough County Bar Association for the 2008-2009 Bar year. Bopp is also a member of the ABA Self-Insured and Risk Managers Committee and the Defense Research Institute.

**PATIENCE BURNS** has been employed by the Palm Beach County Bar Association since December 1980, serving as its Executive Director since 1989. She previously worked for The Florida Bar from 1978 – 1980. She has served on several National Association of Bar Executives and Florida Bar Committees over the years. She serves on the Board of Directors for the Florida Association of Bar Executives and for the Legal Aid Society of Palm Beach County.

**NANCY DUBOIS** is the Executive Director for the Lee County Bar Association. Experienced with the special needs of the non-profit organization, she brought fundraising, marketing and public relations skills to the position in 2006. DuBois is the former Public Relations Director for the Association of Family Law Professionals in Lee County. Prior to this, she simultaneously held the positions of Director of Marketing and Public Relations and Director of Corporate Sponsorship for the Southwest Florida Symphony Orchestra. She graduated from Barry University, *summa cum laude*, with a B.A. in Humanities. Nanci has lived in Florida since 1955, mostly in Lee County. DuBois also continues a 10-year career as a wedding caterer, with a specialty in cakes.

**SUSAN G. ETHERIDGE** is the Director of Continuing Legal Education and Placement for the Hillsborough County Bar Association. Prior to joining the HCBBA, Susan was owner and President of a legal search firm and a technology company. Susan is a graduate of Boston University School of Law (J.D. 1990) and a graduate of Florida State University (B.A. 1986), *cum laude*. Before moving to a business career, Susan practiced with Akerman Senterfitt in its Tampa office and focused on the areas of commercial litigation and employment law.

**MICHAEL J. FAEHN** practices with the law firm of Fisher & Sauls in St. Petersburg. He practices in the area of Wills, Trusts & Estates, Estate Planning, Tax, Business Law and Civil Litigation groups. His experience includes being President of the Clearwater Bar Association, President of The Florida Bar Young Lawyers Division and a member of The Florida Bar Board of Governors. He presently is a member of the Board of Directors of The Florida Bar Foundation and Community Law Programs. Faehner earned a Bachelors of Business Administration in Finance and a B.A. in History from the University of Notre Dame. He graduated with multiple honors from Valparaiso University School of Law and obtained his LL.M. in taxation from the University of Florida. Faehner volunteers his time to give talks on assorted tax and charitable issues to the community. He also serves as an adjunct professor at St. Petersburg College in their four year Bachelor’s Paralegal Studies Program.

**KAREN FRANCE** was a 15-year veteran of the Indiana State Bar Association staff before becoming executive director of the Clearwater Bar Association and Clearwater Bar Foundation in 1997. In 2002 she earned the designation Certified Association
Executive accorded by the American Society of Association Executives signifying excellence in association management. France is on the Program Committee of the National Association of Bar Executives, currently serves as the Vice Chair of The Florida Bar’s Lawyer Referral Service Committee, a member of its Voluntary Bar Liaison Committee and is secretary of the Florida Council of Bar Executives. She is also on the Board of Directors and the Board of Trustees for the Florida Society of Association Executives. France is a graduate of Indiana University.

BRENDA GLASS has been involved in the hospitality industry for over 25 years. Glass started as Catering Sales Manager at Innisbrook Resort in Tarpon Springs in 1981 and from there she developed a collaborative statewide program for the Florida Departments of Education and Corrections. For 17 years, she organized, placed and directed conferences, trainings, and meetings for numerous organizations and agencies, in addition to speaking at national and state level conferences. She has served on many state and national boards including the Florida Literacy Coalition, the American Probation and Parole Association, Florida Association of Community Corrections, Associated Marine Institutes (NRMI), Pasco-Hernando Community College Foundation Board, Questers International, All Children’s Hospital Guild, Read! Tampa Bay and Leadership Pasco. Glass has three degrees, including a Master’s in Business Administration, and diverse experience working with hotels and resorts.

ART GOLDBERG has worked since 1982 for organizations in the non-profit sector in Miami and Fort Lauderdale, including the March of Dimes, Red Cross, American Diabetes Association and United Way. He has been Executive Director of Broward County Bar Association since 2001. He has a B.A. in English from the University of Baltimore and a Master’s Degree in Fine Arts in Creative Writing from Florida Atlantic University.

SHERRI L. JOHNSON graduated from the University of Florida College of Law in 1997 and is now a partner in the law firm of Dent & Johnson, Chartered in Sarasota where she represents county property appraisers in property tax disputes. Johnson is a Past President of the Florida Association for Women Lawyers and is the incoming President of the Sarasota County Bar Association. She was listed in Florida Trend magazine’s 2008 Legal Elite and is listed as a Rising Star in the 2009 edition of Florida Super Lawyers. She has previously received awards from the Sarasota and Manatee County chapters of FAWL and in 2008, she received the Lynn Futch Most Productive Young Lawyer Award from the Young Lawyers Division of The Florida Bar.

JAN JUNG is the executive director of the nearly 900-member Sarasota County Bar Association. With the SCBA since 1989, Jung oversees the publication of the monthly newspaper, The Docket, the Association’s website, 12 practice area sections and the Young Lawyers Division. Previously, Jung served as executive director of the St. Armand’s Circle Association, Inc. and the Downtown Association of Sarasota, Inc. where she worked with merchants and property owners. Jung is a current member of the Voluntary Bar Liaison Committee and was co-chair of the 2001 statewide Voluntary Bar Leaders workshop held in Sarasota. Recently appointed to the Manatee Community College Para Legal Studies Advisory Board, Jung is also a member of the Sarasota County Civic League where she served as League secretary from 2003 to 2004. A graduate of Iowa State University, Jung lives in Sarasota with her family.

THE HONORABLE CATHERINE MCEWEN is a United States Bankruptcy Judge for the Middle District of Florida. She was appointed by the Circuit Court of Appeals for the Eleventh Circuit in 2005 after being in private practice for almost 23 years in Tampa. Before opening her solo practice in 2001, she was a shareholder of Akerman Senterfitt & Eidson, P.A., formerly known as Moffitt, Hart & Herron, P.A., where she practiced law starting in 1982 in the firm’s Tampa office. She concentrated her practice on commercial litigation with an emphasis on representing parties in bankruptcy cases. Judge McEwen graduated from Stetson University College of Law cum laude in 1982, and she graduated from the University of South Florida with a B.A. in political science in 1979. She is the immediate past chair (and still an appointed member) of The Florida Bar Federal Court Practice Committee, judicial chair of The Florida Bar Business Law Section Bankruptcy/ UCC Committee, and a member of The Florida Bar Business Law Section Executive Council. She is also vice chair of the Ethics Committee of the National Conference of Bankruptcy Judges. She is past chair of the Tampa Bay Bankruptcy Bar Association, was a court-appointed bankruptcy mediator from 1989-2005, past chair of the Local Bankruptcy Rules Advisory Committee, and past chair of a Florida Bar Grievance Committee (13D). Prior to becoming a lawyer, she was a sportswriter from 1975-1979 for the Tampa Tribune and the Tampa Times.
GREGORY MILLER is Chief Economist with SunTrust Banks, Inc. He completed his graduate and undergraduate Economics degree at Florida State University and has been a practicing economist, forecaster, and teacher for over 25 years. As SunTrust's Chief Economist, Miller forecasts the national economy, particularly its effect on interest rates. He advises corporate and bank boards of directors as well as SunTrust clients. He sits on committees charged with interest rate setting, corporate investment, and benefits policy. He is a policy advisor for Wealth and Investment Management and Corporate Investment banking groups. Mr. Miller represents SunTrust in business media, including CNBC News, Bloomberg News, Reuters, USA Today, Wall Street Journal, the Financial Times, TheStreet.com and many local news media platforms. Prior to joining SunTrust, Mr. Miller was on the faculty of the College of Business Administration at the University of South Florida (USF) in Tampa. Before joining USF, Mr. Miller served two Florida Governors in the Florida State Economist's Office in Tallahassee.

BARNABY MIN is currently the President of the Asian Pacific American Bar Association of South Florida. Min received his Juris Doctorate from the University of Connecticut School of Law and his undergraduate degree from Washington University. Mr. Min is currently an Assistant City Attorney with the City of Miami City Attorney's Office where he handles code enforcement, foreclosure, and other general land use matters. Prior to joining the City of Miami, Min was Bar Counsel with The Florida Bar and also served as an Assistant State Attorney with the Miami-Dade State Attorney's Office.

KRISTIN NORSE received her Juris Doctorate degree from Boston University School of Law and has a Bachelor of Arts Degree in English, cum laude, from Boston University's College of Arts and Sciences. After law school, she joined Hampton, Stoddard, Griffin & Runnells, P.A. and later became an attorney at Harris, Barrett, Mann & Dew, P.A. After seven years in private practice, Norse became a senior staff attorney for the Honorable Chris W. Altenbernd at the Second District Court of Appeal. She remained in that position for ten years before joining Kynes, Markman & Felman, P.A. where she now practices appellate law. Ms. Norse is Immediate Past President of the Hillsborough Association for Women Lawyers and a member of the Florida Association for Women Lawyers. She is a member of the Hillsborough County Bar Association and currently serves as editor for The Lawyer magazine. She is a co-editor of the Appellate Practice Section's submissions to The Florida Bar Journal. In the community, she is a member of the Board of Directors for the non-profit organization Powerstories Theatre.

KAMILAH PERRY is a senior associate at Phelps Dunbar, LLP and is a member of the firm’s labor and employment group in the Tampa office. Her practice and experience includes insurance coverage, insurance defense, commercial litigation, alternative dispute resolution, general business torts, products liability, white-collar criminal defense and public utility matters. Perry obtained her law degree and her Masters of Business Administration from Stetson University College of Law in St. Petersburg, Florida in 2002. She is President of the George Edgecomb Bar Association, Tampa's predominantly African-American bar organization, and is a member of the Hillsborough County Association of Women Lawyers. Perry is also a founding member of the Hillsborough County Supervisor of Elections African-American Advisory Board and has also worked with the Florida Rights Restoration Coalition. Kamilah has been nominated as Tampa Bay Business Journal's Top 30 Under 30 and was a finalist for Tampa Bay Business Journal’s 2008 Business Woman of the Year.

FRAN POWERS is the President of Fran Taylor Powers, Inc. a training and development company that specializes in helping individuals give highly engaging oral presentations. She regularly teaches a popular course titled “Tell Your Story to Funders.” Fran is also the Founder of Powerstories Theatre of Tampa Bay, Inc. a theatrical production company providing opportunities for individuals to perform their true stories on stage. She has written and produced three autobiographical plays and is the author of Power Stories - Everyday Women Creating Extraordinary Lives. Her third show, “Bernadette’s Bravo!” is performing nationally and regularly receives rave reviews and standing ovations. Additionally, Fran was the Director of Grant Services for the Conn Memorial Foundation, Executive Director for Alpha House of Tampa, President of the Board of the Healthy Start Coalition of Florida and Board member for The National Association of Women Business Owners. She has a Bachelors degree in Theatre from Fontbonne College in St. Louis, Missouri and a Masters Degree in Education from the University of South Florida.

TARA RAO of The Rao Law Firm, P.L. in Lutz, practices in the areas of probate, wills, trusts, and guardianship. She received her
B.A. in Political Science from the University of South Florida and her J.D. from the University of Florida. Rao is a member of The Florida Bar and Real Property, Probate and Trust Law Section. She is currently President-Elect of the South Asian Bar Association of Florida, serves on the Diversity Committee of the Hillsborough County Bar Association as Co-Chair and is a Board member of the Hillsborough Association of Women Lawyers.

MATTHEW RIDGELY is the Executive Director of the Dade County Bar Association (DCBA). In 1985, Ridgely joined the DCBA as Membership Services Coordinator. In 1988, he was promoted to Assistant Director and YLS Coordinator, a position he held until his appointment as Executive Director in September 2006. Ridgely has spoken at American Bar Association and The Florida Bar Voluntary Bar Leaders Conference. He has provided consulting services to several voluntary bar associations on topics including business modeling, financial management, creating new/young lawyers sections and marketing.

ELLEN SCHUSTER-NASTIR is a Certified Professional Executive Coach with advanced training in Organization and Relationship Systems Coaching. Schuster-Nastir is a trained People Map Systems educator, focusing on the “people side” of job-related performance. She specializes in working with a multitude of different professional service offices: attorneys, mediators, physicians, dental and financial services. Her expertise is in the development of people skills to complement their technical skills and abilities, thus increasing productivity and retention, communication skills, problem solving and conflict resolution. Schuster-Nastir’s practice consists of one-on-one, team and corporate coaching, as well as training and leading workshops. She is passionate about partnering with those who want to make positive changes in any area of their personal or professional lives. She has been a presenter for numerous organizations and her broad background allows her to easily connect with her audience. Schuster-Nastir’s speaking engagements are known to be thought provoking and interactive.

TWYLA L. SKETCHLEY is a Florida Bar Board Certified Elder Law attorney who handles a variety of elder law and guardianship cases. She has taught Elder Law at Florida State University College of Law. She is the President-Elect of Tallahassee Women Lawyers and the Substantive Chair of The Florida Bar Elder Law Section. She served as Newsletter Director of Tallahassee Women Lawyers and was instrumental in the reinvention of the Tallahassee Women Lawyers’ Newsletter. Sketchley is a member of both The Florida Bar and the State Bar of Montana. She has received numerous awards for her community service advocating for elderly and special needs clients, including the 2009 Florida Bar Pro Bono Service Award for the Second Judicial Circuit and the 2009 Florida Bar Elder Law Section’s Charlotte Brayer Public Service Award.

SALLIE D. SKIPPER is a graduate of Stetson College of Law and practices in Pasco and Hernando Counties. She is Immediate Past President of the West Pasco Bar Association, Past President of the Estate Planning Attorneys Association of West Pasco, a member of the Hernando County Bar Association, the Clearwater Bar Association, the North Suncoast Estate Planning Council, and the Allgood-Altman Inn of Court (Past President). Sallie has served on the Judicial Nominating Commission for the Sixth Circuit continuously since 2001 (Past Chair). Sallie is a shareholder in Skipper & Skipper, P.A., and has served the legal community for more than 16 years.

ROSIE SMALL has more than 30 years experience as an Association Executive; 22 of those with bar associations and the last eight years managing several dental associations in Florida. In 2006, she “retired” and opened her own Association Management Company, Small Association Management, Inc. (SAMi), taking on a few select professional organizations in order to provide the service these associations require and deserve. Each association managed by SAMi is allocated a staff member to serve as its Executive Director, to ensure continuity of communication and services. SAMi is located in Delray Beach, but the company manages both statewide and national organizations. Small still hopes to retire one day and spend more time playing tennis.

ADELE I. STONE serves as President of The Florida Bar Foundation, as co-chair of the pro bono committee of the Real Property, Probate & Trust Law Section of The Florida Bar and as a member of the steering committee of Florida Attorneys Saving Homes (FASH), where she is actively engaged in recruiting lawyers throughout the state to handle pro bono foreclosure cases. A graduate of the University of Florida, Stone earned her Juris Doctorate from the University
of Miami School of Law. She is a shareholder with Atkinson, Diner, Stone, Mankuta & Ploucha, P.A., where she practices predominantly in commercial real estate, general business and corporate fields.

**LISA MCKNIGHT TIPTON** of PR Florida Inc., is an effective writer and media spokesperson with a passion for conducting public relations campaigns for non-profits. She is a consultant to The Florida Bar Board of Legal Specialization & Education, and implements a communications campaign to raise Bar and consumer awareness about board certification. She is an accredited public relations professional with more than 25 years of experience, working in diverse roles from congressional press secretary to fund-raising events manager. Her background includes PR firm work, state and federal government service, campaign and association work, special event management and freelance public relations consulting. She has a B.S. degree in public relations from the University of Florida and an M.S. degree in public administration from Florida State University.

**FRANCINE ANDIA WALKER** is the Director of Public Information and Bar Services for The Florida Bar in Tallahassee. She has more than 27 years of experience in communications and public relations, is nationally accredited in public relations and is a certified public relations counselor. A native of Jacksonville, Walker received a bachelor's degree in journalism from the University of Florida in 1981. Following graduation, she held several positions in corporate and association communications management in Jacksonville. In 1996, she relocated to Tallahassee with the Florida Medical Association as Vice President of Communications, Education and Meeting Services. She joined The Florida Bar in 2000. At The Florida Bar, Walker works closely with leadership on strategic communications and is responsible for news media relations, consumer information and law-related education, member outreach, the voluntary bar liaison program and the Web site.

**ZACKARY T. ZUROWESTE** is an associate at The Persante Law Group, P.A. in Clearwater, Florida. He practices general civil litigation with an emphasis on probate litigation and commercial litigation. Zuroweste is the President of the Clearwater Bar Association Young Lawyers Division and active in the Barney Masterson Inn of Court. He graduated from Stetson University College of Law in 2006 with a J.D. and M.B.A.

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