

Westchester

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INSIDE



Women's Bar Association

A Chapter of the Women's Bar Association of the State of New York

JANUARY GENERAL MEMBERSHIP/BOARD MEETING *"Torturing the Law – Treatment of Detainees and the War on Terror"*

On January 10, 2007, the Westchester Women's Bar Association's International Women's Rights Committee and the Diversity Committee of the Westchester County Bar Association presented a timely and informative program on the legality of the United States government's post-9/11 policies regarding torture and the treatment of detainees and "enemy combatants." Our speaker was Jose E. Alvarez, Esq., an internationally recognized authority on international law, and the Hamilton Fish Professor of International Law and Diplomacy at Columbia Law School. The attendees filled the Bank of New York's state-of-the-art conference room to capacity!



Jody Fay, Susan Damplo, Prof. Jose E. Alvarez
Photo by Eileen Baxter
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Professor Alvarez discussed his article entitled, "Torturing the Law," which appeared in the Case Western Reserve Journal of International Law in 2006. He explained that since the September 11 attacks, the Bush Administration's lawyers have systematically and consistently misapplied international law by

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A Message From The President

My sister is having a baby this month. The due date is March 17th to be exact, St. Patrick's Day.



That's easy to remember, being Irish and all, but the odds of that happening on time are slim. Due dates for births are like the weather forecast, highly unpredictable. I am already the Aunt of many children, by blood, by marriage and just because my friends like me. I often make jokes that if Massachusetts faces a statewide disaster (God forbid) I would become the instant mother of four! If you haven't guessed by now, I do not have human children. My children are a dog and a cat and yes, I write about them constantly (too bad, it is my column). Having a child is (to me) a very personal decision in one's marriage; however, that has not stopped people numerous times from asking me WHY don't I have children? What kind of freak of nature am I? I don't have the answer to that question. The only reason I can come up with to have children would be because I am genetically capable and it is probably one of the most amazing

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SAVE THE DATE

Westchester Women's Bar Association
Second Annual
ACCESS TO JUSTICE DINNER

April 11, 2007, Rye Town Hilton
 6:00PM Cocktails • 7:00PM Dinner

For more information, contact Ann Hyatt at (914) 949-1305 ext. 143



Westchester
Women's
Bar
Association

MEMBER NEWSLETTER

MARCH 2007

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2006/2007

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Immigration	Ozlem Buber Barnard Joanna M. Schaffer		

A MESSAGE FROM THE PRESIDENT

from page 1

things I could do with my body, other than run a marathon or something. As such, I have decided this is not a good enough reason to have a child. Also, I quite enjoy being the doting, spoiling Aunt and I intend to keep up my role with the birth of my sister's son this month. I shall keep you all posted.

So now that spring is "here" so to speak, we can shed the layers of clothes, and extra pounds for that matter, that we carried around all winter. We have some terrific events coming up this spring. Most important, in April, we shall be electing the proposed slate of Officers and Directors to be installed at the June 13th Annual Dinner. The April General Membership Meeting is one of my own creations, along with my friend Miguel Rodriguez, Esq. Miguel is counsel at The Northern Westchester Shelter and we share a love of baseball, although he is much more diplomatic and even-keeled in his conduct than I. Miguel and I brainstormed and we are putting together a Sports and Entertainment Law Program—how fun is that! I admit I am very enthused about this one and it is very fitting that this will be my last General Membership Meeting as your President. If anyone has an inside track to Bernie Williams, please let me or Miguel know.

The Westchester Women's Bar Association Annual Directory shall be coming out shortly and all members receive a copy. I have been harping on membership since before I became President. We certified over 600 members this year and continue to be the largest chapter of The Women's Bar Association of the State of New York! This is major people! I am grateful to the WWBA Membership Chairs, Fran DeThomas, Ann McNulty and Lisa Newfield for their assistance in our ever increasing numbers. However, I am most thankful to Linda Surace, WWBA Executive Director, for her persistence and enthusiasm in sharing the same goal for membership with me throughout my Presidency. She is a gem to The Westchester Women's Bar Association and I am ever indebted to her for her patience, intelligence and kindness. Thank you Linda!

Oh, don't worry everyone . . . I am not done yet. I still have many things to accomplish before June and I will. We shall be putting together an extensive media package as a marketing tool to acquire more sponsorship in order to defray the costs of events to our members; we are having our second Annual Pro Bono Expo in May; we are having our

Third Annual Diversity Program in May; and we continue to acquire more membership benefits for all our members. Alas, the trip to Disney will have to wait . . . we have "miles to go before I sleep" . . . to quote an oh so famous poet. Until next time, be well,

Jody

Editor's Note

Hello! Happy Women's History Month. Fittingly, we feature another interview from our historian, Susan Pollet, spotlighting the fabulous Karen Bell. Our working mother essayist Tara Fappiano offers up a second in her series on the challenges of motherhood and the law. Honestly, the way things are shaping up (how about Harvard's first woman president?), this might as well be Women's Century. This issue is dedicated to my mother, Anastasia Damplo, who raised seven children, and worked harder in her life than I ever will. She was my inspiration, and her spirit continues to be the wind beneath my wings.

Correction: A photo in the February 2007 issue at page 7, captioned "Guest," should have read "Hon. Mary Smith." We apologize for the error. SMD

Making Dates and Getting Published

We welcome your submissions! The deadline for newsletter submissions is the **twelfth of the month prior to publication**. Submissions should be sent as email attachments (do not submit proposed text in the body of the email itself) to sdamplo@aol.com (Microsoft Word only other than flyers or photographs). Photographs must be high-resolution (150 dpi or more). Articles should be 1,000 words or fewer. Authors must spell-check, cite check and blue book all entries before submitting. Remove all pagination, headers, footers or other formatting, other than bold, underline or italics. We encourage authors to submit their photographs for publication with their submissions. Authors must include a short biographical statement with their submissions. (E.g., Lois Lane is a 2006 graduate of Pace law school and is awaiting admission to the NY bar; Jimmy Olsen is in private practice in White Plains where he concentrates on matrimonial matters).

Any opinions expressed in the articles contained herein are solely those of the author(s) and do not constitute positions taken by the WWBA. Materials submitted allow the WWBA limited copyright and full permission to reprint the material in any WWBA publication or on its website without additional consent.

Members who wish to receive the newsletter electronically only should email lindasurace@wwbany.org with that request. ◆

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PACE LAW SCHOOL TO OFFER "NEW DIRECTIONS" *Practical Skills for Returning to Law Practice*

Mark R. Shulman

As recently noted by the news media, many lawyers, bankers, consultants, and other professionals are seeking to return to their chosen professions after time away for child-rearing, pursuit of a different career, or other reasons. Pace Law School, in collaboration with the Westchester Women's Bar Association, is developing an innovative new program to facilitate attorneys' efforts to return to the legal marketplace. The inaugural session will start immediately after Memorial Day.

New Directions is specifically designed for attorneys who have taken a leave from practice or who have never practiced and would like to reenter or enter the practice of law. The program is the brainchild of WWBA member, Amy Gewirtz. Gewirtz is the associate director of Pace Law School's Center for Career Development, program coordinator for Career Development for the New Directions Program, and cochair (with Maja Hazell, assistant dean of Pace Law School's Center for Career Development) of the WWBA Placement Committee. Although too humble to say so herself, Gewirtz has specialized in creating new programs intended to empower lawyers and law students who are starting or restarting their careers. To give the program flesh, we relied heavily on input from WWBA leaders, including Deborah Pagnotta, cochair (with Rita Tino) of the WWBA's Lawyering and Parenting Committee and WWBA President Jody Fay.

Consisting of an academic semester and an externship semester, this program is geared to assist these attorneys in updating their legal skills, developing their re-

sumes, and refreshing their interviewing technique. The first track will be based on the practice of family and matrimonial law, but additional tracks will be forthcoming. Pace Law School Professor and WWBA member Janet Johnson as well as WWBA members Kathleen Donelli and Lonya Gilbert were instrumental in shaping the curriculum of the initial track. Each track will teach core competencies for those planning to re-enter the workforce. Future tracks will likely address real estate and commercial law, depending on the demand. In addition to the core track, participants will be eligible to attend regular classes at Pace.

Instruction will be highly personalized and pitched to the returning professional. One instructor will oversee the entire program, but individual sessions will be taught by practitioners with specific expertise. "I am delighted that Pace Law School is able to offer a jump start for the careers of such deserving lawyers," said Dean Stephen J. Friedman. "The New Directions program will perform an important and inspiring mission."

To be added to the mailing list and to receive a brochure, please register on the program's Web site at www.law.pace.edu/newdirections.html. Interested attorneys can submit a personal statement setting forth the reasons they intend to return to legal practice along with career goals. Please submit this statement, along with a resume, to Amy Gewirtz, Program Coordinator for Career Development, Pace Law School, 78 North Broadway, White Plains, NY 10603 or by email to AGewirtz@law.pace.edu. The base

tuition for this program is expected to run approximately \$9,000, and scholarship support may be available. Admissions decisions are made on a rolling basis. Applicants are encouraged to

apply by April 1. For more information, contact Ms. Gewirtz at (914) 422-4606. ♦

Mark R. Shulman is Assistant Dean for Graduate Programs and International Affiliations at Pace Law School.

"Torturing the Law – Treatment of Detainees and the War on Terror"

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ignoring treaties, finding that the treaties are inapplicable, and by misapplying or misinterpreting the treaties. Their legal memoranda justify torture in the name of national security and the war on terror.

As a result, our government, which had been staunchly opposed to torture since Nuremberg, is now itself a torturer.

The floor was then opened for questions, and a lively discussion ensued.

We thank Professor Alvarez, and our generous sponsor, The Bank of New York, for a thought-provoking program of broad international and national significance for the legal community. ♦



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AN INTERVIEW WITH KAREN Z. BELL

Susan L. Pollet, Archive and Historian Chair
Counsel and Director of the New York State Parent Education Program

Karen Z. Bell was President of the WWBA from 1993 through 1995.

Q: What motivates your continued involvement in the Westchester Women's Bar Association?

A: My views of the WWBA have remained constant since I joined it in 1977. It is pro-active and committed to progress and change in the legal community and the community at large; it provides opportunities for its members at all levels to participate in; it welcomes new ideas, new initiatives and new ways of getting things done. For example, the WWBA spearheaded the efforts to create the Moderate Means Panel with the Pace Women's Justice Center several years ago. Also, the Ninth Judicial District Pro Bono Committee has turned to the WWBA as one of its sources of support for its initiatives. Although the WWBA is established as a major association, it has never become complacent or comfortable.

Q: Which memories of your time as President of the WWBA stand out for you?

A: It was very special when the Gannett Newspapers editorial page hailed our Judicial Screening Committee as the exemplary model in Westchester, a model that is now followed in our county. Another highlight was re-establishing our relationship with Pace Law School; providing input on the "new" matrimonial rules; establishing a Domestic Violence subcommittee of our Family Courts Committee; and working with WBASNY on many important issues, such as the private clubs bill. By far, however, the most important memories are that of working with such an

incredible group of dedicated, caring and intelligent women. As one of my Vice-Presidents, Susan, you were one of them!

Q: Which of your dreams for the WWBA have been realized?

A: Certainly that the WWBA has grown to be such an impressive force in the legal community, both as to size (nearly 650 versus the original 25!) and as to the breadth of its committees and activities. It is routinely part of all Court initiatives, and it has accomplished so much through its programs over the years, such as Breast Cancer Awareness, Law Day and sexual harassment trainings. It provides important CLE programs, mentoring and networking opportunities, as well as significant opportunities for pro bono participation. I can't tell you how often over the years I have called a WWBA member with a question or for advice or how many times I have been called. The common bond of the WWBA is incredibly strong. It continues to work very hard as a vehicle for justice and social change, words I used many years ago to describe the heart and soul of this association.

Q: What do you think that the WWBA must focus on to accomplish in the future?

A: We need to continue to remind the legal and non-legal community that "women's" and "family" issues are, in fact, society's issues. We should continue to assert the different point of view our organization brings to the law and persevere to successfully implement our views on ways to

recognize, meet and direct our initiatives and responses to social and legal challenges. Fortunately, the WWBA remains a beacon for energetic and resourceful lawyers and we will be able to do so.

Q: What are the biggest challenges for women lawyers in their careers?

A: When I began practicing law in 1974, I think the biggest challenge was being taken seriously as a lawyer. While I don't believe that exists in the same way today due to the large numbers of woman lawyers, there clearly is the glass ceiling challenge and a reason behind it—the doubt that women can really give what is necessary when they have other responsibilities and obligations that they need and—importantly want—to attend to. I am delighted that there are part-time/tele-commuting/flex-time



Karen Z. Bell

opportunities for women, which did not exist in my early days as a lawyer. Employers need to recognize that women who multi-task are often better lawyers for it and should have a range of opportunities available to them.

Q: What is your prescription for being a good lawyer and a good mother since you have clearly been so successful in each realm?

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PARENTING FOR PROFESSIONALS: PRACTICAL CONSIDERATIONS FOR THE WORKING ATTORNEY

To Work or Not to Work – What Are the Options?

Tara C. Fappiano, Esq.

The day has come. Baby is here, and the chaos of being a parent has begun. It is nothing like anything you have ever experienced before and certainly does not compare to anything you have done as a lawyer. Your days and nights are full, stressful and exhausting. But suddenly life is full of new wonders that you never knew existed.

Eventually the parade of visitors and well-wishers ends. Your spouse returns to work. Your friends and colleagues are working, and, for many, so too are your relatives. Some new mothers view this as the best time in their lives; life as a lawyer becomes impossible to imagine. Others miss the routine of working, the challenges of

being an attorney, and simple adult conversation to fill the days. While you probably already planned for your post-baby work life, you may be reassessing whether you can resume your life as a full-time attorney now that you are also a full-time mother.

The philosophies, articles, and information about this topic are voluminous. The most important thing to remember, however, is that each lawyer should make the choice that works best for her and her family, and no choice is a wrong one. For those who decide to stay home full-time, or perhaps return to work while their partners stay home full-time, there are challenges. The isolation of suddenly being a stay-at-home parent requires adjustment. It will be hard to accept that the time

you put into law school and building your career may now need to take a backseat to your children. This is a natural reaction and should not engender feelings of guilt.

For those who do return to work, it is equally important to remember that your children will not be worse off because you have decided to continue working as a lawyer. Some days it is harder to bear that in mind than others. Instead, take the time you do have with your children and make the best of it. While that may mean sacrificing time you would have spent on other things, in the long run your children will respect you for who you are and likely thrive as a result.

There are also many potential options to help make your new



Tara C. Fappiano, Esq.

work life more tolerable, both for you and your family.

■ *Part-time Employment:* If you have developed a good relationship with your employer, and particularly if you are senior to your co-workers, part-time employment

continued on next page

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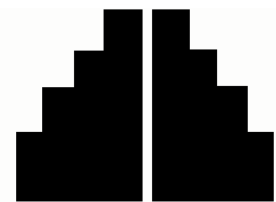
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PARENTING FOR PROFESSIONALS: PRACTICAL CONSIDERATIONS FOR THE WORKING ATTORNEY

from previous page

may be an option. Often a firm will consider pro-rating your salary. With the savings the firm may hire a more junior associate to take on the workload you cannot, plus additional work within the firm. This option is not without challenges. You should be able to alter your part-time schedule to accommodate the needs of your work, particularly if you are expected to be in court or meetings on a regular basis. Many part-time associates report that their employers have trouble treating them as part-time. Thus, the attorney finds herself working full-time hours at a part-time salary, not gaining any additional time with her family.

■ **Job-Sharing:** Job-sharing allows an attorney to work part-time hours, actually splitting the de-

mands of her work with another attorney. Of the many options available, this seems to be the least popular in the legal field. I suspect it would require a great deal of coordination, as well as the understanding and cooperation of one's clients. I also cannot imagine how this choice would succeed if both attorneys were not very familiar and comfortable with each other's work habits.

■ **Telecommuting:** With the advances in technology, particularly with those involving remote networking, cellular phones, and e-mail, telecommuting all or part of the week is becoming more popular among attorneys. It is not necessary to be in the office each day, as long as you remain accessible to your clients and co-workers. I attempt to work at home two days per week. This option has worked

for me because I work at being disciplined when I am home. I have a dedicated home office, and my son knows that I am "going to work" when I shut the door each morning. I also have full-time childcare at home, as taking care of a child and concentrating on work at the same time would not be possible or fair to my son. I also find that I need to be flexible with the days that I do work at home.

Whatever your choice, you may need to adjust as your career and children grow. Further, if given the opportunity to work a flexible schedule, you may need to prove yourself all over again, showing that you are as dedicated and committed to your firm as you are to your family. With perseverance and patience, however, you can succeed as a working professional.

Some good resources:

www.flextimelawyers.com: Flextime Lawyers, LLC is a networking and consulting firm for lawyers who work a flexible and/or reduced schedule (or seek a resource on work/life and women's issues) and employers looking for a resource on work/life and other issues impacting the retention and promotion of women attorneys.

www.secondshift.org: Located in Northern Westchester, it provides a forum for Professional Women who devote themselves to their careers and the care of their children and families, including resources for networking, educating, socializing, and sharing ideas and strategies toward finding and maintaining a balance between family and work obligations.

www.workingmother.com: This magazine is dedicated to issues facing working mothers, including resources on balancing family life and work life. ♦

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Bankruptcy

Matrimonial lawyers are aware that the Bankruptcy Code amendments, effective on October 17, 2005, affected matrimonial issues in bankruptcy. Because matrimonial situations can lead to financial challenges for each spouse, bankruptcy can often be involved.

Enforcement of matrimonial obligations is generally easier now in a bankruptcy. A new definition was created for "domestic support obligations," with higher priority afforded and broader enforcement mechanisms.

As with any new statute, it is unclear how courts will interpret the new law. Most bankruptcy practitioners believe the new bankruptcy statute is unclear.

On April 13, 2007, the Bankruptcy Committee will review the statutory changes and scrutinize how courts in the Second Circuit have interpreted the new law. Some of the questions to be addressed include: * Do domestic violence victims have to stay in the matrimonial residence to benefit from the \$50,000 homestead exemption in bankruptcy? * Will my client be forced to accept a pay-out of maintenance or child support arrears over 5 years under a plan of reorganization, and if so, will my client receive interest on the amount due? * Can a spouse who dissipates assets still benefit from discharge in bankruptcy? * If my client's ex-spouse pays the mortgage on my client's residence where the children also reside, will those mortgage payments be disgorged if the ex-spouse files for bankruptcy? * Will the court deny the debtor's discharge for my client's debt only? * Will the court deny the debtor's discharge all together? See this newsletter's backpage for location, time and rsvp details. ♦

Employment Law

The WWBA Employment Law Committee is having a meeting on Thursday, March 29, 2007, beginning at 5:00 pm, to discuss ideas for upcoming programs and projects. The meeting will take place at the Law Offices of Goodstein and West, located at 56 Harrison Street, New Rochelle, NY 10801. Please let the Co-Chairs Susan Corcoran (514-6104) or Paula Kelly (632-8382) know if you will be attending. ♦

Lawyering and Parenting

The Lawyering and Parenting Committee is pleased to present Part Two of our program on *SIMPLIFY YOUR LIFE, AT WORK, HOME AND WITHIN*. The speaker will be Carmela Sirico, a professional organizer teaching practical skills to professionals for organizing your office and home. Ms. Sirico is a member of the National Association of Professional Organizers and is a guest speaker for numerous local organizations where she lectures on home and office organization.

This lunch seminar will be held on Friday, March 9, 2007, at the Office of Deb Volberg Pagnotta and Interfacet located at 81 Main Street, White Plains, New York from 12:30 p.m.-2:00 p.m. Refreshments included. 1 CLE Credit (Pending approval).

Please RSVP to Rita Tino at 914-921-5705 or Deb Pagnotta at 914-997-8888. ♦

Nominating

The WWBA 2007 Nominating Committee met on Wednesday, January 17th, and proposed the following slate of WWBA Officers and Directors for the 2007-2008 term.

Nominees for WWBA Officers

President: **Dawn Arnold**
 Vice President: **Donna Frosco**
 Vice President: **Dolores Gebhardt**
 Vice President: **Deb Scalise**
 Treasurer: **Patricia Amato**
 Corresponding Secretary: **Julie Kattan**
 Recording Secretary: **Lonya Gilbert**

Nominees for WWBA Directors

Hon. **Sandra Forster**
Amy Gewirtz
Loren Glassman
Jean Partridge
Lisa Solomon

Nominees for WBASNY Directors

Lisa Bluestein
Kathleen Donelli
Beth Feder
 Hon. **Annette Guarino**
Erin Guven
Annette Hasapidis
 Hon. **Alayne Katz**
Mary Beth Morrissey
Adrienne Orbach
Kathryn Volper

Congratulations to all on their nominations. Members will vote on the proposed slate at the April 18th General Membership Meeting. ♦

Practice Management

On Thursday, April 12, 2007, the Practice Management Committee will present "Practical Tips for Dealing with Difficult Clients." The program will be held at Blue Restaurant, 99 Church Street in White Plains. Registration and dinner will begin at 5:30 p.m.; the program will run from 6:00-8:00 p.m.

The speakers are Perry Hoffman PhD, Assistant Clinical Professor and Director of the Dialectical Behavior Therapy (DBT) Programs at the Mount Sinai School of Medicine, and co-founder and President of the National Education Alliance for Borderline Personality Disorder (NEA-BPD); and Christina Kallas, Esq., Past President of the New York Women's Bar Association, attorney, Family Connections© Leader and mediator.

The cost, for those who pay in advance, is \$45.00 for members and \$55 for non-members. The cost at the door will be \$50 for members and \$60 for non-members. Pending approval by WBASNY, the program will carry 2 CLE credits (1 ethics, 1 professional practice).

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March Practice Management Tip

Ongoing Follow-up Key to Turning Prospects into Clients

Follow-up is critical to good marketing. Why? Because prospects may not be ready to hire you the moment they discover you.

Prospects may need time to get to know you. They may need time to evaluate whether they can trust you. They may need more facts to make their decision. Or they may not want to hire you until their circumstances change.

Whatever the reason, prospects may need time. And with time comes the opportunity for your prospect to contact other lawyers—and for other lawyers' marketing efforts to get in your way.

To remain in the strongest competitive position, you need to stay in touch with prospects—in an education-based way—so when they decide to hire legal services, the lawyer they choose is you. This is why it's important that you identify your prospects and capture their names and addresses for your mailing list. (If your prospect does not want his partners, co-workers or spouse to know that he has contacted you, ask him to get a post office box or e-mail address that is not known to the other parties.)

You want your first communication with a new prospect to be neutral and non-threatening. This is one reason your offer to mail an information packet can

be so attractive. In addition, when you offer your packet by mail, you (obviously) ask for your prospect's name and mailing address. And your prospect (naturally) gives it to you, without raising his defenses as he would if he thought he would soon become the target of a sales pitch.

During the follow-up process, you strive for the highest level of personal interaction with your prospect—hopefully, a personal conversation. When you speak with your prospect, you help your prospect feel at ease, you respond to your prospect's questions, and you help move the process forward so your prospect hires your services.

Make sure you build your follow-up efforts on answering questions and providing information. When your follow-ups focus on offering facts and advice, every time your prospect interacts with you, you reinforce the depth of your knowledge, skill and experience.

To stimulate a second contact from your prospect:

\$ Invite your prospect to a seminar or roundtable. This gives him the opportunity to talk with you and ask questions in a non-threatening setting.

\$ Offer to speak with your prospect over the telephone to answer questions or provide further information and advice.

\$ Offer to meet with your prospect in your office or his, so you can discuss his situation in more detail.

\$ In your information packet, and on your web site, provide a form on which your prospect can list his objectives. Ask him to fill out the form and send it to you—or bring it to his first appointment with you.

\$ In your information packet, provide an intake or evaluation form. Ask your prospect to provide basic facts and then return the form for your review, in advance of your first conversation. Or he can bring it to your first meeting.

\$ Offer additional articles and educational handouts. While sending an article is not as personal as speaking with your prospect, if your prospect isn't ready to talk with you, his requesting an article is at least a cordial and educational contact. Plus, it keeps the flow of information going from you to your prospect.

You can extend all of these offers by mail or e-mail (through letters and newsletters)—and on your web site.

This month's Practice Management Tip was provided by Trey Ryder, a law firm consultant who specializes in Education-Based Marketing for attorneys. He offers lawyers three free articles by e-mail: 11 Deadly Assumptions That Kill Your Marketing Program, Marketing Secrets of a Powerful Web Site, and 17 Fatal Marketing Mistakes Lawyers Make. To receive these articles, send your name and e-mail address to trey@tretryder.com and ask for his free e-mail packet of articles.

I caution you NOT to conduct your follow-up effort by calling your prospect on the phone. An unwanted phone call labels you as a telephone solicitor and could cause your prospect to respond to you the same way he responds to other tele-marketers. In a few seconds, an uninvited phone call can destroy the credibility you've worked weeks or months to build.

How often should you follow up?

Frequency is more important than the amount of information you provide. For maximum impact, send your prospect something by mail (or e-mail) every five days for the first three weeks. Make sure whatever you send is designed to educate your prospect and help him make an informed decision.

After the first three weeks, follow up at least monthly. If you can send something twice monthly or weekly, that's even better.

You work hard to identify new prospects and add them to your mailing list. Now make sure you provide ongoing follow-up and take good care of your prospects. If you don't, hundreds of other lawyers will. ♦

Committee Activities

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The program is generously sponsored by Silverman Bikkal & Sandberg LLP.

To register, please send a check, payable to WWBA, by April 5th to Licia K. Sandberg, Esq., Silverman, Bikkal & Sandberg, LLP, 81 Main Street - Suite 300, White Plains, New York 10601. If you have questions, please call Licia at 914 683-5300 or e-mail her at Sandberg@sblawyers.com. ♦

The Family Friendly Employment Policy Award

The Westchester Women's Bar Association is now accepting nominations for the 2007 FAMILY FRIENDLY EMPLOYMENT POLICY AWARD. This award will be presented to a legal employer in Westchester County that has distinguished itself by establishing employment policies that assist its employees in achieving balance between their work and family. Any legal employer in either the public or private sector, (including corporations employing in house counsel) with at least 3 or more individuals is eligible. We will consider, among other factors, the employer's policies on part time employment, flexible work schedules, maternity and paternity leave, telecommuting, and partnership opportunities for part time employees. Anyone familiar with the employer can submit a nomination. The nomination form is available by mail, e-mail or by contacting Rita Tino at 914.921.5705 or Deb Volberg Pagnotta at 914.997.8888, or by leaving a message with the WWBA at 914-347-3662.

The deadline to submit a nomination form will be Monday, April 30, 2007. The award will be presented to the winner at the WWBA Annual Dinner on Wednesday, June 13, 2007. ♦

Notes on Members

WWBA member, **Michele A. Silva**, has been elected to the partnership of Phillips Nizer LLP. Phillips Nizer LLP has been engaged in domestic and international law practice for 80 years and was established by world-renowned trial attorney Louis Nizer. The firm's principal office is in New York City, with additional offices in Garden City, Long Island and Hackensack, New Jersey. Ms. Silva, who joined Phillips Nizer in 2004, practices matrimonial and family law, encompassing divorce and post-divorce litigation, including equitable distribution, custody/access, support enforcement/modification issues, as well as preparation of pre- and post-nuptial agreements. She also litigates trusts and estates matters, including contested accounting, probate and fiduciary removal proceedings, and Mental Hygiene Law Article 81 Guardianship proceedings. Ms. Silva's real estate practice includes representation of purchasers, sellers and banks in residential and commercial transactions. Ms. Silva is also a member of the Westchester County Bar Association, the Association of the Bar of the City of New York and the New York State Bar Association. She earned a J.D. from Hofstra University School of Law in 1991 and a B.A. *cum laude* from Pace University in 1988.

Rita J. Tino, Esq., Co-Chair of the Lawyering and Parenting Committee, is pleased to announce the opening of her new offices located at 2 Gannett Drive, Suite 108, White Plains, New York 10604. Rita has her own private practice in which she concentrates on Real Estate and Land Use Law. Rita was also recently elected as an officer to the Brookside Homeowners Association. ♦



Rita J. Tino, Esq.

Classifieds

Mamaroneck – Furnished office space in congenial law suite. Phone system, voicemail, DSL, parking, kitchen, conference room, reception room, copier and fax available. Near major highways. (914) 835-1600.

White Plains, New York - AV rated law firm has attractive windowed office available in Class A office building within walking distance of Federal & County courthouses. (914) 681-6006. ♦

Save the Date! Convention 2007

THURSDAY MAY 31, 2007-MONDAY, JUNE 4, 2007

WBASNY's 28th annual convention will be held at the Westin Rio Mar Beach Gold Resort & Spa in Rio Grande, Puerto Rico (just outside of San Juan). The convention has been the site of innovative programs and speakers, given its members an opportunity to network in a relaxed atmosphere and provided them with the opportunity to publicly honor members' achievements. The hotel is a luxurious beach front resort with phenomenal conference facilities; its website is www.westinriomar.com. Special facilities are available for children ages 4-12 and for teenagers. WBASNY has also planned an optional group excursion to the El Yunque Caribbean Rain Forest for Friday afternoon and a second trip to historical Old San Juan on Saturday afternoon.

Eight CLE programs are scheduled: *Get What You Pay For-Business Valuation; Challenges of Trying a Matrimonial Case; Decision Making Ability in Estate Planning; Ethics and Professionalism in a Pro Bono Case; Immigration-Should They Stay or Should They Leave; Intellectual Property; CPLR Update and How Perception Can Affect Your Practice*. Courses will begin on Friday morning. Thursday evening features a lavish pool party complete with live musical entertainment. On Friday evening WBASNY will present its awards to several members, and on Saturday evening WBASNY will honor the out-going officers and install officers for 2007-2008. WBASNY will also be honoring the accomplishments of current and past Chapter Presidents. Registration, information about Journal Ads and other sponsorship opportunities are available at www.wbasny.org. ♦

W W B A New Members

The Westchester Women's Bar Association proudly welcomes our newest members:

SHARA J. ABRAHAM, ESQ.
Westchester County District Attorney
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(Copyright/Trademark/Patent)*

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Judiciary

An Interview with Karen Z. Bell, WWBA President 1993-1995

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A: For me, the biggest challenge was always trying to find the right balance between my family, my practice and my "extracurricular" activities such as the WWBA. Balance is, of course, a relative term, because the challenges, needs and interests involved are dynamic and change over time. I often say that the day I realized that I could not be

"super-mom-lawyer" all the time to all the relevant parties gave me a certain freedom—to try to do the best for the issues at hand, whether they be family or professional, but not necessarily to both, all the time. It is also important to recognize that the "successful" formula for one woman may not be so for another. So I would say, understand that you will need to make a continuum of choices and try to be comfortable with the choices you make. ♦

WWBA Schedule of Upcoming Events

SPONSOR	DATE/TIME	PLACE	TOPIC	RSVP
Trusts and Estates and Taxation Committees and WCBA	Monday 3/5/07; 5:00 pm to 7:30 pm; \$45 members of WWBA and WCBA; \$75 nonmembers; 2 cr. CLE pending	Sam's of Gedney Way, 50 Gedney Way, White Plains	Tax Apportionment Clauses: Ignorance is No Excuse	Eileen Baxter 761-3707 x 13 (regrets only); cle@wcbany.org
WWBA	Wednesday 3/7/07 5:30 p.m.	Bank of NY 701 Westchester Ave. White Plains	Board Meeting	To Jody Fay 914-244-3738 (regrets only)
Lawyer & Parenting Committee	Friday 3/9/07, 12:30 pm to 2:00 pm; (Part 2 of 2 part series)	Office of Deb Volberg Pagnotta and Interfacet, 81 Main St., White Plains, 1 CLE cr. pending	"Organizing Your Life, at Work, Home, and Within" (Carmela Sirico, speaker) (Part 2)	Rita Tino 914-921-5705 or Deb Pagnotta 914-997-8888
Litigation and Real Property Committees	3/14/07 5:30 pm to 8:00 pm; \$25, 2 CLE cr. pending	222 Bloomingdale Rd., White Plains (Main Lobby Conf. Rm)	Legal Issues Relating to Home Improvements	pkmarcus@mwlawny.com; Phyllis Marcus 914-741-5050 x12
Elder & Health Law Committee	3/20/07 5:30 pm to 8:00 pm; \$20 members, \$30 others	Bank of NY 701 Westchester Ave. White Plains	Recoveries for Investment Abuse (Neil Lubarsky, speaker)	Jeffrey Goldstein 738-2692, jsg1815@aol.com by 3/16/07
Families, Children & the Courts, Matrimonial Committees	Wednesday, 3/21/07, 5:30 pm to 8:30 pm	Westchester County Courthouse, Central Jury Room; \$25 members; \$35 others	"The Role of Parenting Coordinators"	Lonya Gilbert 833-5297; nefesh18@hotmail.com
WBASNY	3/24/07	Clifford Chance, 31 West 52 nd Street, New York	Board Meeting	To Jody Fay 914-244-3738
WWBA	Wednesday, 3/28/07, 5:30 pm registration, 6:00 pm dinner; free of cost	Sam's of Gedney Way, 50 Gedney Way, White Plains	David Lerner Associates: Investment Seminar	Mark Varon 800-453-7637 x2015
Employment Law Committee	Thursday, 3/29/07, 5:00 pm	Goodstein and West, 56 Harrison St., New Rochelle	Planning meeting	Susan Corcoran 514-6104 or Paula Kelly 632-8382
WWBA	Wednesday 4/4/07 5:30 p.m.	Bank of NY 701 Westchester Ave. White Plains	Board Meeting	To Jody Fay 914-244-3738 (regrets only)

Other Important Events

My Sister's Place	Thursday, March 15, 2007	Rye Town Hilton	10 th Anniversary Celebration (Speaker Anita Hill)	Kim Endlich 683-1333 x106, kendlich@mysisterplaceny.org
Pace Law School Women's Association of Law Students	Saturday, March 17, 2007; 11:00 am	Pace Law School, 78 North Broadway, White Plains (Tudor Room)	Pioneer of Justice and Equality for Women and the Law Award (Eleanor Smeal, recipient)	For more information contact cgrant@law.pace.edu
Legal Services of the Hudson Valley	April 11, 2007; 6 pm cocktails; 7 pm dinner	Rye Town Hilton	Second Annual Access to Justice Dinner	For more info. Contact Ann Hyatt 949-1305 x143
Northern Westchester Shelter	Friday, 4/20/07; 6:30 pm cocktails; 8 pm dinner; tkts \$200 and up	Mount Kisco Country Club, 10 Taylor Rd., Mt. Kisco	"The Fabulous Fifties" Sock hop to benefit NWS	Andrea 914-747-0828 x23; anasonord@NorthernWestchesterShelter.org

WWBA is a chapter of WBASNY which is an approved provider of CLE credit. Full and partial scholarships for CLE programs based on financial need are available. For information on the guidelines and procedures for applying, please contact the person running the program. All requests are strictly confidential. All programs are for transitional credit unless the program states otherwise.